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|---|------|--|--|---|-----------------------------------|---|-------------------|--|---------------|--|
| SOLICITATION, OFFER AND AWARD | | | | 1. THIS CONTRACT IS A RATED ORDER UNDER DPAS (15 CFR 700) | | RATING | | PAGE 1 OF 94 PAGES | | |
| 2. CONTRACT NO. | | 3. SOLICITATION NO. W912DR-05-B-0007 | | 4. TYPE OF SOLICITATION [X] SEALED BID (IFB) [] NEGOTIATED (RFP) | | 5. DATE ISSUED 13 Oct 2005 | | 6. REQUISITION/PURCHASE NO. W81W3G-5250-1583 | | |
| 7. ISSUED BY USAED - BALTIMORE 10 SOUTH HOWARD STREET BALTIMORE MD 21201 TEL: FAX: | | | | CODE W912DR | | 8. ADDRESS OFFER TO (If other than Item 7) See Item 7 TEL: FAX: | | | | |
| NOTE: In sealed bid solicitations "offer" and "offeror" mean "bid" and "bidder". | | | | | | | | | | |
| SOLICITATION | | | | | | | | | | |
| 9. Sealed offers in original and _____ copies for furnishing the supplies or services in the Schedule will be received at the place specified in Item 8, or if handcarried, in the depository located in _____ until _____ local time _____ (Hour) _____ (Date) | | | | | | | | | | |
| CAUTION - LATE Submissions, Modifications, and Withdrawals: See Section L, Provision No. 52.214-7 or 52.215-1. All offers are subject to all terms and conditions contained in this solicitation. | | | | | | | | | | |
| 10. FOR INFORMATION CALL: | | A. NAME MARIANNE D STAKEM | | B. TELEPHONE (Include area code) (NO COLLECT CALLS) 410-962-0972 | | | C. E-MAIL ADDRESS | | | |
| 11. TABLE OF CONTENTS | | | | | | | | | | |
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| OFFER (Must be fully completed by offeror) | | | | | | | | | | |
| NOTE: Item 12 does not apply if the solicitation includes the provisions at 52.214-16, Minimum Bid Acceptance Period. | | | | | | | | | | |
| 12. In compliance with the above, the undersigned agrees, if this offer is accepted within _____ calendar days (60 calendar days unless a different period is inserted by the offeror) from the date for receipt of offers specified above, to furnish any or all items upon which prices are offered at the price set opposite each item, delivered at the designated point(s), within the time specified in the schedule. | | | | | | | | | | |
| 13. DISCOUNT FOR PROMPT PAYMENT (See Section I, Clause No. 52.232-8) | | | | | | | | | | |
| 14. ACKNOWLEDGMENT OF AMENDMENTS (The offeror acknowledges receipt of amendments to the SOLICITATION for offerors and related documents numbered and dated): | | | | | AMENDMENT NO. | | DATE | | AMENDMENT NO. | |
| | | | | | | | | | | |
| | | | | | | | | | | |
| 15A. NAME AND ADDRESS OF OFFEROR | | CODE | | FACILITY | | 16. NAME AND TITLE OF PERSON AUTHORIZED TO SIGN OFFER (Type or print) | | | | |
| 15B. TELEPHONE NO (Include area code) | | 15C. CHECK IF REMITTANCE ADDRESS IS DIFFERENT FROM ABOVE - ENTER SUCH ADDRESS IN SCHEDULE. <input type="checkbox"/> | | | | 17. SIGNATURE | | 18. OFFER DATE | | |
| AWARD (To be completed by Government) | | | | | | | | | | |
| 19. ACCEPTED AS TO ITEMS NUMBERED | | | | 20. AMOUNT | | 21. ACCOUNTING AND APPROPRIATION | | | | |
| 22. AUTHORITY FOR USING OTHER THAN FULL AND OPEN COMPETITION: <input type="checkbox"/> 10 U.S.C. 2304(c)() <input type="checkbox"/> 41 U.S.C. 253(c)() | | | | | | 23. SUBMIT INVOICES TO ADDRESS SHOWN IN (4 copies unless otherwise specified) | | ITEM | | |
| 24. ADMINISTERED BY (If other than Item 7) | | | | CODE | | 25. PAYMENT WILL BE MADE BY CODE | | | | |
| 26. NAME OF CONTRACTING OFFICER (Type or print) TEL: EMAIL: | | | | | | 27. UNITED STATES OF AMERICA (Signature of Contracting Officer) | | 28. AWARD DATE | | |
| IMPORTANT - Award will be made on this Form, or on Standard Form 26, or by other authorized official written notice. | | | | | | | | | | |

| <u>ITEM</u> | <u>DESCRIPTION</u> | <u>QTY</u> | <u>U/I</u> | <u>UNIT PRICE</u> | <u>AMOUNT</u> |
|-------------|---|------------|------------|--------------------|--------------------|
| 0001 | BASE YEAR - MAINTENANCE SERVICES ON GOVERNMENT <i>OWNED</i> ADP EQUIPMENT LOCATED AT THE BALTIMORE DISTRICT CORPS OF ENGINEERS AND VARIOUS FIELD <i>OFFICES</i> . TIME OF PERFORMANCE IS FROM 7 NOVEMBER 2005 TO 6 NOVEMBER 2006 | | | | |
| 0001AA | THE CONTRACTOR, AS AN INDEPENDENT CONTRACTOR, AND NOT AS AN AGENT OF THE GOVERNMENT, SHALL FURNISH THE NECESSARY LABOR AND PERSONNEL NECESSARY TO PROVIDE MAINTENANCE SERVICES IN ACCORDANCE WITH STATEMENT OF WORK CONTAINED IN SECTION C - DESCRIPTION/SPECIFICATION/ WORK STATEMENT. | 12.00 | MO | \$ _____ | \$ _____ |
| 0001AB | PARTS THE <i>GOVERNMENT</i> SHALL REIMBURSE COST OF ALL MATERIALS PROVIDED BY THE CONTRACTOR <i>WHEN</i> ACCOMPLISHING ANY SERVICES CALLED FOR UNDER ITEM 0001. COSTS WILL BE REIMBURSED WITH NO FACTORS BEING ADDED TO SUCH MATERIAL COSTS. CONTRACTOR SHALL PROVIDE A COPY OF ALL INVOICES FROM HIS SUPPLIER WITH THE CONTRACTOR'S INVOICE SUBMITTED FOR PAYMENT. | 1.00 | LS | <u>\$50,400.00</u> | <u>\$50,400.00</u> |
| 0001AC | TRAVEL MILEAGE ALLOWANCES WILL BE BASED UPON CURRENT JOINT TRAVEL REGULATION (JTR). PER DIEM , IF APPLICABLE, SHALL BE AT DAILY RATES NOT IN EXCESS OF THE MAXIMUM LOCALITY PER DIEM RATE PRESCRIBED IN THE APPENDIX OF THE CURRENT JTR AND WILL BE CALCULATED IN ACCORDANCE WITH JTR MEALS AND INCIDENTAL EXPENSE ALLOWANCE GUIDELINES. | 1.00 | LS | <u>\$12,000.00</u> | <u>\$12,000.00</u> |
| | TOTAL ESTIMATED AMOUNT CLINS 0001AA THROUGH 0001AC (BASE YEAR) | | | | \$ _____ |

| | | | | | |
|--------|--|-------|----|--------------------|--------------------|
| 0002 | OPTION YEAR 1 - MAINTENANCE SERVICES ON GOVERNMENT OWNED ADP EQUIPMENT LOCATED AT THE BALTIMORE DISTRICT AND VARIOUS FIELD OFFICES. TIME OF PERFORMANCE IS FROM 7 NOVEMBER 2006 TO 6 NOVEMBER 2007 | | | | |
| 0002AA | THE CONTRACTOR, AS AN INDEPENDENT CONTRACTOR, AND NOT AS AN AGENT OF THE GOVERNMENT, SHALL FURNISH THE NECESSARY LABOR AND PERSONNEL NECESSARY TO PROVIDE MAINTENANCE SERVICES IN ACCORDANCE WITH STATEMENT OF WORK CONTAINED IN SECTION C - DESCRIPTION/SPECIFICATION/WORK STATEMENT. | 12.00 | MO | \$ _____ | \$ _____ |
| 0002AB | PARTS THE <i>GOVERNMENT</i> SHALL REIMBURSE COST OF ALL MATERIALS PROVIDED BY THE CONTRACTOR <i>WHEN</i> ACCOMPLISHING ANY SERVICES CALLED FOR UNDER ITEM 0002. COSTS WILL BE REIMBURSED WITH NO FACTORS BEING ADDED TO SUCH MATERIAL COSTS. CONTRACTOR SHALL PROVIDE A COPY OF ALL INVOICES FROM HIS SUPPLIER WITH THE CONTRACTOR'S INVOICE SUBMITTED FOR PAYMENT. | 1.00 | LS | <u>\$50,400.00</u> | <u>\$50,400.00</u> |
| 0002AC | TRAVEL MILEAGE ALLOWANCES WILL BE BASED UPON CURRENT JOINT TRAVEL REGULATION (JTR). PER DIEM, IF APPLICABLE, SHALL BE AT DAILY RATES NOT IN EXCESS OF THE MAXIMUM LOCALITY PER DIEM RATE PRESCRIBED IN THE APPENDIX OF THE CURRENT JTR AND WILL BE CALCULATED IN ACCORDANCE WITH JTR MEALS AND INCIDENTAL EXPENSE ALLOWANCE GUIDELINES. | 1.00 | LS | <u>\$12,000.00</u> | <u>\$12,000.00</u> |
| | TOTAL ESTIMATED AMOUNT CLINS 0002AA THROUGH 0002AC (OPTION YEAR 1) | | | | \$ _____ |

| | | | | | |
|--------|--|-------|----|--------------------|--------------------|
| 0003 | OPTION YEAR II - MAINTENANCE <i>SERVICES</i> ON GOVERNMENT OWNED ADP <i>EQUIPMENT</i> LOCATED AT THE BALTIMORE DISTRICT <i>OFFICE</i> AND VARIOUS FIELD LOCATIONS. TIME OF PERFORMANCE IS FROM 7 NOVEMBER 2007 TO 6 NOVEMBER 2008. | | | | |
| 0003AA | THE CONTRACTOR, AS AN INDEPENDENT CONTRACTOR, AND NOT AS AN AGENT OF THE GOVERNMENT, SHALL FURNISH THE NECESSARY LABOR AND PERSONNEL NECESSARY TO PROVIDE MAINTENANCE SERVICES IN ACCORDANCE WITH STATEMENT OF WORK CONTAINED IN SECTION C - DESCRIPTION/SPECIFICATION/WORK STATEMENT. | 12.00 | MO | \$ _____ | \$ _____ |
| 0003AB | PARTS THE <i>GOVERNMENT</i> SHALL REIMBURSE COST OF ALL MATERIALS PROVIDED BY THE CONTRACTOR <i>WHEN</i> ACCOMPLISHING ANY SERVICES CALLED FOR UNDER ITEM 0003. COSTS WILL BE REIMBURSED WITH NO FACTORS BEING ADDED TO SUCH MATERIAL COSTS. CONTRACTOR SHALL PROVIDE A COPY OF ALL INVOICES FROM HIS SUPPLIER WITH THE CONTRACTOR'S INVOICE SUBMITTED FOR PAYMENT. | 1.00 | LS | <u>\$50,400.00</u> | <u>\$50,400.00</u> |
| 0003AC | TRAVEL MILEAGE ALLOWANCES WILL BE BASED UPON CURRENT JOINT TRAVEL REGULATION (JTR). PER DIEM, IF APPLICABLE, SHALL BE AT DAILY RATES NOT IN EXCESS OF THE MAXIMUM LOCALITY PER DIEM RATE PRESCRIBED IN THE APPENDIX OF THE CURRENT JTR AND WILL BE CALCULATED IN ACCORDANCE WITH JTR MEALS AND INCIDENTAL EXPENSE ALLOWANCE GUIDELINES. | 1.00 | LS | <u>\$12,000.00</u> | <u>\$12,000.00</u> |
| | TOTAL ESTIMATED AMOUNT CLINS 0003AA THROUGH 0003AC (OPTION YEAR 2) | | | | \$ _____ |

SUMMARY OF BID PRICES

TOTAL PRICE BASE YEAR \$ _____

TOTAL PRICE OPTION YEAR ONE \$ _____

TOTAL PRICE OPTION YEAR TWO \$ _____

**TOTAL CONTRACT PRICE (BASE PLUS TWO OPTION
YEARS)** \$ _____

Section C - Descriptions and Specifications

STATEMENT OF WORK

1. **INTRODUCTION** - The U.S. Army Corps of Engineers, Baltimore District has contractual need for on-site Information Technology (IT) support to maintain the PCs, laptops, monitors, printers, fax machines, scanners, servers, and other peripherals in its inventory. These support services include but are not limited to: hardware maintenance, hardware set up, and hardware decommissioning and disposal at the District office and various field offices. These services are for a one year period with two option years.
2. **HARDWARE TO BE MAINTAINED:** The hardware which the contractor is to maintain consists of approximately 1000 desktop PCs, 300 laptop PCs, 1000 monitors, 450 laser printers, 50 fax machines, 50 scanners, and 28 servers. The coverage for the 28 servers is only for the purchase and delivery of replacement parts. Baltimore District System Administrators will install replacement server parts. The contractor is not responsible for the maintenance of servers still under warrantee or any data communications equipment which is not contained within the hardware identified above.
3. **HARDWARE MAINTENANCE:** The contractor shall assist the Baltimore District in maintaining its servers, PCs, laptops, monitors, printers, fax machines, scanners, and other peripherals in working order. Most work will be assigned through the Information Management Office Reporting System (IMORS), problem reporting database. It is the responsibility of the contractor to check for assigned tickets using "Call Monitor". The Call Monitor must remain open during the contractor's duty hours at the Baltimore District office.

When any of the afore mentioned equipment malfunctions and an IMORS ticket is assigned, the contractor shall assess the probable cause of the malfunction and determine if the equipment is still under warrantee.

- 3.1. **EQUIPMENT UNDER WARRANTY:** When equipment under warrantee malfunctions, the contractor shall determine the probable cause and coordinate the shipment of replacement parts with the Original Equipment Manufacturer (OEM). The contractor shall install the replacement parts within the designated response time (see paragraph on "Response Times") as long as the act of installing the replacement part does not violate the terms of the OEM Warrantee (see paragraph on "Certification and Experience"). If the contractor feels the repair requires an OEM on-site technician to install the parts or if the terms of the warrantee require an OEM certified technician the Chief of Information Management or designated project manager shall be notified.
- 3.2. **EQUIPMENT OUT OF WARRANTY:** When equipment out of warrantee malfunctions, the contractor shall determine the probable cause and the cost of the repair. If the cost of the repair exceeds \$250, the contractor shall get approval from the Chief of Information Management or designated project manager before ordering replacement parts. When parts are ordered, the contractor will ensure that the replacement parts meet or exceed the original specifications of the parts which are removed. The contractor shall warrant parts which are replaced for 90 days.
4. **MAINTENANCE OF FIELD EQUIPMENT:** The contractor shall be responsible to maintain servers, PCs, monitors, laptops, printers, etc. at field locations throughout the Baltimore District. To accomplish this, the contractor may use the mailing and shipping accounts and facilities of the Baltimore District at government expense or drive to the field site to work on the equipment.
 - 4.1. For field sites located within a 50 mile radius of the Baltimore District headquarters building the government will pay a travel allowance for mileage based on the current "Joint Travel Regulation" (JTR).
 - 4.2. For field sites located more than 50 miles from the headquarters building the contractor may, with the approval of the Chief of Information Management or the designated project manager, drive to the site and

if necessary stay over night. The government shall reimburse all mileage and per diem, if applicable, in accordance with the “Joint Travel Regulations” (JTR) and the maximum allowable locality per diem rates.

5. **PROPERTY DISPOSAL:** The contractor will on occasion be asked to assist with Baltimore District property disposal and “Trade Down” inventory procedures. These procedures include but are not limited to tracking and storing equipment turned in for disposal, erasing (wiping) hard drives, maintaining “Trade Down” inventory, and paperwork related to property disposal. See District Commanders Policy Memorandum No. 39. The contractor will not incur any costs, other than labor, while performing these special tasks.
6. **PROPERTY CONTROL** – If inventoried property (property with a Corps of Engineers property sticker) needs to be removed from its original location by the contractor he/she shall be responsible for tracking and documenting this property movement. The contractor shall ensure that the responsible property holder of the equipment receives the appropriate property receipt form which documents the whereabouts of their equipment. The contractor shall also keep copies of these forms and maintain a spreadsheet or database of property which is permanently removed from its original location due to the execution of this scope of work.
7. **GOVERNMENT DIRECTED TASKS** – The Chief of Information Management or the designated project manager may request the assistance of the contractor for special projects within the Baltimore District headquarters building such as to move equipment from one location to another or to set up training facilities in a conference room. The contractor will not incur any costs, other than labor, while performing these special tasks.
8. **GOVERNMENT REIMBURSABLE ALLOWANCES:** The allowances detailed in this paragraph represent the types of Other Direct Charges and monthly limitations on the actual expenses which the contractor may invoice the Government. The Government will not pay any markup over and above the actual cost for these expenses. Receipts must be submitted concurrent with the invoice for all items in this paragraph except mileage.
 - 8.1. Parts & Shipping: The government will reimburse the contractor for the actual cost of replacement parts purchased plus shipping during the execution of this scope of work up to a total of \$4,200 per month. This monthly limit can be exceeded with the approval of the Chief of Information Management or the designated project manager.
 - 8.2. Mileage: The government will reimburse the contractor for actual vehicle mileage to and from field sites in accordance with the other stated terms of this scope of work. This allowance shall not exceed a total of \$500 per month. This monthly limit can be exceeded with the approval of the Chief of Information Management or the designated project manager.
 - 8.3. Per Diem: The government will reimburse the contractor for actual per diem expenses incurred during hardware repair missions which require an overnight stay while servicing remote field sites in accordance with the JTR and the other stated terms of this scope of work. This allowance shall not exceed a total of \$500 per month. This monthly limit can be exceeded with the approval of the Chief of Information Management or the designated project manager.
9. **RESPONSE & REPAIR TIMES:** For the purposes of this paragraph, one business day is 8 hours of work which occurs Monday through Friday (excluding Federal holidays). Business hours are the hours between 8:00 am and 4:00pm each business day. Success will be measured by the statistics in the Information Management Office Reporting System (IMORS). The conditions for success stated below must be met 85% of the time. The reopening or resubmission of an IMORS ticket for the same device with the same malfunction (as previously reported in IMORS) within 15 days of the original repair will be considered the same IMORS ticket.
 - 9.1. **PROBLEM RESOLUTION (Servers):** Once a “hardware” ticket for a server is reported in the Baltimore District Information Management Office Reporting System (IMORS) and the ticket has been assigned to the contractor, the contractor has 1 business day to have a replacement delivered to the

appropriate System Administrator and close the IMORS ticket. The Baltimore District System Administrator for the server is responsible for diagnosing and installing replacement parts.

- 9.2. **PROBLEM RESOLUTION (Desktop & Laptop computers):** Once a “hardware” ticket for a desktop or laptop system unit is reported in the Baltimore District Information Management Office Reporting System (IMORS) and the ticket has been assigned to the contractor, the contractor has 2 business days to repair the malfunctioning device, place it back in service, and close the IMORS ticket. For the repair of equipment outside of the City Crescent Building, this response time shall be 5 business days.
- 9.3. **PROBLEM RESOLUTION (PC Monitors, printers, and other peripheral devices):** Once a “hardware” ticket for a PC peripheral device is reported in the Baltimore District Information Management Office Reporting System (IMORS) and the ticket has been assigned to the contractor, the contractor has 5 business days to repair the malfunctioning device, place it back in service, and close the IMORS ticket. For the repair of equipment outside of the City Crescent Building, this response time shall be 10 business days.
- 9.4. **PROPERTY CONTROL DOCUMENTATION:** When equipment is moved from its original location, all documentation relating to the control of property will be completed and in the hands of the property holder for the equipment within 2 business days.
10. **LOCATION & WORK HOURS:** The contractor shall be present on-site at the Baltimore District headquarters building at 10 S. Howard St, Baltimore MD, for 8 hours a day 5 days a week, 52 weeks per year except for Federal Government holidays during normal Baltimore District business hours. The actual arrival and departure times of the contractor as well as overtime and coverage during contractor vacations shall be negotiated with the Chief of Information Management or the designated project manager on a case by case basis. The government shall provide office space, office furniture, computer, and telephone for the contractor to use. The contractor may on occasion need to travel to Baltimore District field sites in order to repair equipment. A complete list of these field sites is included in Appendix A of this Scope of Work (SOW). This list is subject to modification as the business needs of the Baltimore District evolve.
11. **APPLICABLE DOCUMENTS** – The contractor shall become familiar with and adhere to the same documents, standards, regulations, pamphlets, and directives that all government employees follow. In the event of a conflict between these documents and the contents of this Scope of Work (SOW), it shall be the responsibility of the contractor to seek clarification from the Chief of Information Management or the designated project manager in areas not understood.
12. **SECURITY AND PROTECTION OF DATA** - All on site personnel employed by the contractor in the support of this effort shall submit a completed and signed Standard Form SF85-P (or transfer an existing DoD clearance) to the Baltimore District Security Office prior to beginning the work under this contract. In accordance with AR 25-2, Chapter 4; the incumbent shall successfully complete the requirements of Information Assurance (IA) Level I & II certification within 6 months of assuming the duties described in this Scope of Work. The Government will reimburse the contractor for labor hours spent (during business hours) in the pursuit of IA Level I & II certification but will not pay any other costs associated with this requirement. Specific questions on this requirement should be directed to the Baltimore District, Information Assurance Coordinator or the designated project manager for this contract.

While operating at a Government facility the contractor shall protect sensitive data when encountered. The contractor shall control system and physical access of areas under their control.
13. **WORK ENVIRONMENT** - The contractor shall provide and maintain a safe and healthful work environment within the government furnished office space and facilities.
14. **ACCOUNTING AND REPORTING** - The contractor shall provide receipts for any items (other than labor and mileage) which the government must reimburse. Receipts shall be submitted concurrently with periodic

invoices. The contractor shall document what parts were purchased and the cost of the parts in the Baltimore District IMORS database in the "Solutions" section.

15. **SUPPLIES** - The contractor shall furnish all supplies used by contractor personnel including any tools which may be required. When the contractor is required to visit a field site they will use their personal vehicle or company car (no government vehicles will be available for this purpose). Travel expenses shall be reimbursed by the Government according to the "Government Reimbursable Allowances" section of this SOW.
16. **CERTIFICATION AND EXPERIENCE REQUIRED:** The on-site contractor personnel shall have a minimum of 5 years experience maintaining PC, laptop, and laser printer hardware. The Baltimore District and the North Atlantic Region have standardized on Dell equipment for Desktop, Laptop, and Server hardware. The incumbent shall present proof of achieving "Dell Premier Access" certification before starting the duties of this scope. The contractor shall also successfully complete all the requirements of the Army Information Assurance Level II certification as outlined in AR 25-2 within 6 months after contract award.
17. **PERIOD OF PERFORMANCE:** The period of performance for this statement of work is one year beginning with the contract award with 2 option years thereafter.

Section E - Inspection and Acceptance

CLAUSES INCORPORATED BY REFERENCE

| | | |
|-----------|-------------------------------------|----------|
| 52.246-2 | Inspection Of Supplies--Fixed Price | AUG 1996 |
| 52.246-4 | Inspection Of Services--Fixed Price | AUG 1996 |
| 52.246-16 | Responsibility For Supplies | APR 1984 |

FINAL INSPECTION AND ACCEPTANCE

Acceptance of supplies/and or services is the responsibility of the Contracting Officer or duly authorized representative (COR).

Unless otherwise specified, final inspection and acceptance of supplies/and or services called for hereunder will be made at destination.

End of Clause

(CENAB-CT MAY 1992)
(FAR 46.503)
(was 52.246-4034)

Section F - Deliveries or Performance

CONTRACT PERIOD (Option Years)

(a) The contract awarded hereunder shall begin 7 November 2005 or the date of contract award, whichever is later, and shall end 6 November 2006, both dates inclusive, unless sooner terminated in accordance with the provisions of this contract.

(b) The total duration of this contract, including all option periods, may not exceed three years. Refer to the Contract Clause entitled "Option to Extend the Term of the Contract" set forth in Part II, Section I.

(End of Clause)

(CENAB-OC/CT JUN 01)

(FAR 12.103)

(4075)

Section G - Contract Administration Data

CLAUSES INCORPORATED BY REFERENCE

252.201-7000 Contracting Officer's Representative DEC 1991

SUBMISSION OF INVOICES (Firm Fixed Price Delivery Orders)

(a) Original invoices for services performed under this contract will be submitted to and payment will be made by:

USACE - Finance Center
ATTN: Disbursing
5722 Integrity Drive
Millington, TN 28054-5005

(b) One copy of all invoices shall be forwarded to the Contracting Officer's Representative (COR) for review and certification.

End of Clause

(CENAB-CT MAY 1992)
(was 52.232-4028)

SUMMARY FOR THE PAYMENT OFFICE

All modifications will provide sufficient information to permit the paying office to readily identify the changes for each contract line item and subline item as follows:

(a) The amount of funds obligated by prior contract actions, to include the total cost and fee if a cost-type contract; the target fee at time of contract award if a cost-plus-incentive-fee contract; the base fee if a cost-plus-award-fee contract; or the target price and target profit if a fixed-price incentive contract;

(b) The amount of funds obligated or deobligated by the instant modification, categorized by the types of contracts specified in paragraph (a) of this section; and

(c) The total cumulative amount of obligated or deobligated funds, categorized by the types of contracts specified in paragraph (a) of this section.

End of Clause

(was 52.232-4131)

Section H - Special Contract Requirements

END ITEMS OF SMALL BUSINESSES

Definition of End Item: An assembled whole system or equipment ready for its intended use. This definition is to assist in clarification of the clause 52.219-6, Notice of Total Small Business Set-Aside.

Clarification is also made of the provisions FAR 52.212-3 (Offeror Representations and Certifications - Commercial Items) (JAN 2005) or FAR 52.219-1 (Small Business Program Representations) (MAY 2004) when referring to the "Small Business Concern Representation." If the small business assembles the system or equipment (even though the components are from large businesses), the small business can certify that, "it will furnish all end items which are manufactured or produced by a small business concern in the United States."

End of Clause

(CENAB-CT SEP 00)
(FAR 19.5)
(was 52.219-4081)

WAGE DETERMINATION

The following U.S. Department of Labor Wage Determinations have been included:: General Wage Decision No. 94-2453 (Rev. 21) dated 7/22/05; 94-2103 (Rev. 34) dated 5/23/05; 94/2247 (Rev. 27) dated 5/23/05; 94-2455 (Rev. 23) dated 6/1/05; and 94-2451 (Rev. 28) dated 5/23/05. The wage rates are an attachment located in Section J.

If a U.S. Department of Labor Wage Determination has not been included, it should be added by amendment prior to the date set for receipt of bids/proposals.

In the event a Department of Labor Wage Rates has not been attached to this contract, neither the contractor nor any subcontractor under the contract shall pay any of his employees performing work under the contract (regardless of whether they are service employees) less than minimum wage specified by Section 6(a)(1) of the Fair Labor Standards Act, as amended.

End of Clause
(was 0222-4020)

REQUIRED INSURANCE FOR GVT INSTALLATION & DREDGING

Pursuant to the contract clause entitled, 52.228-5, Insurance – Work on a Government Installation or on Dredging projects (which ever applies), the contractor shall procure and maintain during the entire period of this performance under the contract the following minimum insurance:

COVERAGE FOR GOVERNMENT INSTALLATION

| Type | Amount |
|---|--|
| Comprehensive General Liability Bodily injury or death | \$500,000 per occurrence |
| Motor Vehicle Liability (for each motor vehicle): Bodily injury or death | \$200,000 per person \$500,000 per occurrence |

| | |
|---|--------------------------|
| Property Damage: | \$ 20,000 per occurrence |
| Workers' Compensation and Employer's Liability: | \$100,000 per person |

COVERAGE FOR DREDGING

| Type | Amount |
|---|----------------------------|
| Comprehensive General Liability Bodily injury or death | \$500,000 per occurrence |
| Marine Liability - | |
| Excess towers' liability | \$1,000,000 per occurrence |
| Excess protection and indemnity insurance | \$1,000,000 per occurrence |
| Workers' Compensation and Employer's Liability: (including Longshore & Harbor Workers' Compensation) | \$100,000 per person |

Workers' Compensation and Employer's Liability: Contractors are required to comply with applicable Federal and State workers' compensation and occupational disease statutes. If occupational diseases are not compensable under those statutes, they shall be covered under the employer's liability section of the insurance policy, except when contract operations are so commingled with a contractor's commercial operations that it would not be practical to require this coverage. Employer's liability coverage of at least \$100,000 shall be required, except in States with exclusive or monopolistic funds that do not permit workers' compensation to be written by private carriers.

Prior to the commencement of work hereunder, the Contractor shall furnish to the Contracting Officer a certificate or written statement of the above required insurance. The policies evidencing required insurance shall contain an endorsement to the effect that cancellation or any material change in policies adversely affecting the interests of the Government in such insurance shall not be effective for such period as may be prescribed by the laws of the State in which this contract is to be performed and in no event less than thirty (30) days after written notice thereof to the Contracting Officer.

The Contractor agrees to insert the substance of this clause, including this paragraph, in all subcontracts hereunder.

(CENAB-CT MAY 1992)
(FAR 28.307-2(a))

YEAR 2000 COMPLIANCE

(1) The following applies to Supply, Service and Construction contracts:

(a) In accordance with FAR 39.106, the contractor shall ensure that with respect to any design, construction, goods, or services under this contract as well as any subsequent task/delivery orders issued under this contract (if applicable), all information technology contained therein shall be Year 2000 compliant. Specifically the contractor shall:

(1) Perform, maintain, and provide an inventory of all major components to include structures, equipment, items, parts, and furnishings under this contract and each task/delivery order which may be affected by the Y2K compliance requirement.

(2) Indicate whether each component is currently Year 2000 compliant or requires an upgrade for compliance prior to government acceptance.

(2) The following applies to Architect-Engineering contracts:

(a) The Architect/Engineer (A-E) shall insure that hardware, firmware, software, and information technology systems separately or in combination with each other or other elements specified in the documents developed under this contract shall be year 2000 compliant in accordance with FAR 39.106.

End of Clause

(CENAB-CT Sep 1998)
(FAR 39.105)
(was 52.239-4100)

PAST PERFORMANCE INFORMATION MANAGEMENT SYSTEM (PPIMS)

As required by the FAR Part 42.1500, policy has been initiated to record and maintain contractor performance information. To implement this program for supplies and services, the Department of Defense has created a database entitled, Past Performance Information Management System (PPIMS).

An evaluation will be prepared of the contractors' performance for each supply and service contract to include modifications and task orders expected to exceed \$100,000.00. The PPIMS form, entitled, Performance Assessment Report (PAR), will be prepared by both the Contract Specialist and the Contracting Officer's Representative (COR) and signed by the Contracting Officer and submitted to the contractor for each evaluation performed. A copy of the PAR format is located in Section J.

This program replaces Supply and Service Contractor Appraisal Support System (SSCASS).

End of Clause

(CENAB-CT-S/Mar 99)
(FAR Part 42)
(was 52.242-4154)

Section I - Contract Clauses

CLAUSES INCORPORATED BY REFERENCE

| | | |
|------------------|--|----------|
| 52.202-1 | Definitions | JUL 2004 |
| 52.203-3 | Gratuities | APR 1984 |
| 52.203-5 | Covenant Against Contingent Fees | APR 1984 |
| 52.203-6 | Restrictions On Subcontractor Sales To The Government | JUL 1995 |
| 52.203-7 | Anti-Kickback Procedures | JUL 1995 |
| 52.203-8 | Cancellation, Rescission, and Recovery of Funds for Illegal or Improper Activity | JAN 1997 |
| 52.203-12 | Limitation On Payments To Influence Certain Federal Transactions | JUN 2003 |
| 52.204-4 | Printed or Copied Double-Sided on Recycled Paper | AUG 2000 |
| 52.209-6 | Protecting the Government's Interest When Subcontracting With Contractors Debarred, Suspended, or Proposed for Debarment | JAN 2005 |
| 52.214-29 | Order Of Precedence--Sealed Bidding | JAN 1986 |
| 52.219-8 | Utilization of Small Business Concerns | MAY 2004 |
| 52.219-14 | Limitations On Subcontracting | DEC 1996 |
| 52.219-25 | Small Disadvantaged Business Participation Program--Disadvantaged Status and Reporting | OCT 1999 |
| 52.219-26 | Small Disadvantaged Business Participation Program--Incentive Subcontracting | OCT 2000 |
| 52.222-3 | Convict Labor | JUN 2003 |
| 52.222-21 | Prohibition Of Segregated Facilities | FEB 1999 |
| 52.222-26 | Equal Opportunity | APR 2002 |
| 52.222-35 | Equal Opportunity For Special Disabled Veterans, Veterans of the Vietnam Era, and Other Eligible Veterans | DEC 2001 |
| 52.222-36 | Affirmative Action For Workers With Disabilities | JUN 1998 |
| 52.222-41 | Service Contract Act Of 1965, As Amended | JUL 2005 |
| 52.222-43 | Fair Labor Standards Act And Service Contract Act - Price Adjustment (Multiple Year And Option) | MAY 1989 |
| 52.223-6 | Drug-Free Workplace | MAY 2001 |
| 52.225-3 | Buy American Act--North American Free Trade Agreement--Israeli Trade Act | JAN 2005 |
| 52.227-1 | Authorization and Consent | JUL 1995 |
| 52.228-5 | Insurance - Work On A Government Installation | JAN 1997 |
| 52.229-3 | Federal, State And Local Taxes | APR 2003 |
| 52.232-1 | Payments | APR 1984 |
| 52.232-8 | Discounts For Prompt Payment | FEB 2002 |
| 52.232-11 | Extras | APR 1984 |
| 52.232-17 | Interest | JUN 1996 |
| 52.232-23 | Assignment Of Claims | JAN 1986 |
| 52.232-25 | Prompt Payment | OCT 2003 |
| 52.232-33 | Payment by Electronic Funds Transfer--Central Contractor Registration | OCT 2003 |
| 52.233-1 | Disputes | JUL 2002 |
| 52.233-3 | Protest After Award | AUG 1996 |
| 52.237-2 | Protection Of Government Buildings, Equipment, And Vegetation | APR 1984 |
| 52.237-3 | Continuity Of Services | JAN 1991 |
| 52.242-13 | Bankruptcy | JUL 1995 |
| 52.243-1 Alt III | Changes--Fixed Price (Aug 1987) - Alternate III | APR 1984 |

| | | |
|--------------|---|----------|
| 52.248-1 | Value Engineering | FEB 2000 |
| 52.249-4 | Termination For Convenience Of The Government (Services) (Short Form) | APR 1984 |
| 52.249-8 | Default (Fixed-Price Supply & Service) | APR 1984 |
| 52.253-1 | Computer Generated Forms | JAN 1991 |
| 252.203-7001 | Prohibition On Persons Convicted of Fraud or Other Defense-Contract-Related Felonies | DEC 2004 |
| 252.204-7000 | Disclosure Of Information | DEC 1991 |
| 252.204-7003 | Control Of Government Personnel Work Product | APR 1992 |
| 252.209-7004 | Subcontracting With Firms That Are Owned or Controlled By The Government of a Terrorist Country | MAR 1998 |
| 252.223-7004 | Drug Free Work Force | SEP 1988 |
| 252.225-7012 | Preference For Certain Domestic Commodities | JUN 2004 |
| 252.225-7031 | Secondary Arab Boycott Of Israel | JUN 2005 |
| 252.242-7000 | Postaward Conference | DEC 1991 |
| 252.243-7001 | Pricing Of Contract Modifications | DEC 1991 |
| 252.243-7002 | Requests for Equitable Adjustment | MAR 1998 |
| 252.247-7023 | Transportation of Supplies by Sea | MAY 2002 |

CLAUSES INCORPORATED BY FULL TEXT

52.217-8 OPTION TO EXTEND SERVICES (NOV 1999)

The Government may require continued performance of any services within the limits and at the rates specified in the contract. These rates may be adjusted only as a result of revisions to prevailing labor rates provided by the Secretary of Labor. The option provision may be exercised more than once, but the total extension of performance hereunder shall not exceed 6 months. The Contracting Officer may exercise the option by written notice to the Contractor within 30 days of the expiration of the contract.

(End of clause)

52.217-9 OPTION TO EXTEND THE TERM OF THE CONTRACT (MAR 2000)

(a) The Government may extend the term of this contract by written notice to the Contractor within 30 days of the expiration of the then-current contract; provided that the Government gives the Contractor a preliminary written notice of its intent to extend at least _____ days (60 days unless a different number of days is inserted) before the contract expires. The preliminary notice does not commit the Government to an extension.

(b) If the Government exercises this option, the extended contract shall be considered to include this option clause.

(c) The total duration of this contract, including the exercise of any options under this clause, shall not exceed

three years.

(End of clause)

52.219-17 SECTION 8(a) AWARD (DEC 1996)

(a) By execution of a contract, the Small Business Administration (SBA) agrees to the following:

(1) To furnish the supplies or services set forth in the contract according to the specifications and the terms and

conditions by subcontracting with the Offeror who has been determined an eligible concern pursuant to the provisions of section 8(a) of the Small Business Act, as amended (15 U.S.C. 637(a)).

(2) Except for novation agreements and advance payments, delegates to the U.S. Army Corps of Engineers, the responsibility for administering the contract with complete authority to take any action on behalf of the Government under the terms and conditions of the contract; provided, however that the contracting agency shall give advance notice to the SBA before it issues a final notice terminating the right of the subcontractor to proceed with further performance, either in whole or in part, under the contract.

(3) That payments to be made under the contract will be made directly to the subcontractor by the contracting activity.

(4) To notify the U.S. Army Corps of Engineers Contracting Officer immediately upon notification by the subcontractor that the owner or owners upon whom 8(a) eligibility was based plan to relinquish ownership or control of the concern.

(5) That the subcontractor awarded a subcontract hereunder shall have the right of appeal from decisions of the cognizant Contracting Officer under the "Disputes" clause of the subcontract.

The offeror/subcontractor agrees and acknowledges that it will, for and on behalf of the SBA, fulfill and perform all of the requirements of the contract.

(c) The offeror/subcontractor agrees that it will not subcontract the performance of any of the requirements of this subcontract to any lower tier subcontractor without the prior written approval of the SBA and the cognizant Contracting Officer of the U.S. Army Corps of Engineers.

52.219-18 NOTIFICATION OF COMPETITION LIMITED TO ELIGIBLE 8(A) CONCERNS (JUN 2003)

(a) Offers are solicited only from small business concerns expressly certified by the Small Business Administration (SBA) for participation in the SBA's 8(a) Program and which meet the following criteria at the time of submission of offer--

(1) The Offeror is in conformance with the 8(a) support limitation set forth in its approved business plan; and

(2) The Offeror is in conformance with the Business Activity Targets set forth in its approved business plan or any remedial action directed by the SBA.

(b) By submission of its offer, the Offeror represents that it meets all of the criteria set forth in paragraph (a) of this clause.

(c) Any award resulting from this solicitation will be made to the Small Business Administration, which will subcontract performance to the successful 8(a) offeror selected through the evaluation criteria set forth in this solicitation.

(d)(1) Agreement. A small business concern submitting an offer in its own name shall furnish, in performing the contract, only end items manufactured or produced by small business concerns in the United States or its outlying areas. If this procurement is processed under simplified **acquisition** procedures and the total amount of this contract does not exceed \$25,000, a small business concern may furnish the product of any domestic firm. This paragraph does not apply to construction or service contracts.

(2) The (insert name of SBA's contractor) will notify the U.S. Army Corps of Engineers Contracting Officer in writing immediately upon entering an agreement (either oral or written) to transfer all or part of its stock or other ownership interest to any other party.

(End of clause)

52.222-42 STATEMENT OF EQUIVALENT RATES FOR FEDERAL HIRES (MAY 1989)

In compliance with the Service Contract Act of 1965, as amended, and the regulations of the Secretary of Labor (29 CFR Part 4), this clause identifies the classes of service employees expected to be employed under the contract and states the wages and fringe benefits payable to each if they were employed by the contracting agency subject to the provisions of 5 U.S.C. 5341 or 5332.

THIS STATEMENT IS FOR INFORMATION ONLY: IT IS NOT A WAGE DETERMINATION

Employee Class Monetary Wage-Fringe Benefits

Computer Technician @ \$26.90 per hour.

(End of clause)

52.246-20 WARRANTY OF SERVICES (MAY 2001)

(a) Definition.

"Acceptance," as used in this clause, means the act of an authorized representative of the Government by which the Government assumes for itself, or as an agent of another, ownership of existing and identified supplies, or approves specific services, as partial or complete performance of the contract.

(b) Notwithstanding inspection and acceptance by the Government or any provision concerning the conclusiveness thereof, the Contractor warrants that all services performed under this contract will, at the time of acceptance, be free from defects in workmanship and conform to the requirements of this contract. The Contracting Officer shall give written notice of any defect or nonconformance to the Contractor within 90 days from the date of acceptance by the Government. This notice shall state either (1) that the Contractor shall correct or reperform any defective or nonconforming services, or (2) that the Government does not require correction or reperformance.

(c) If the Contractor is required to correct or reperform, it shall be at no cost to the Government, and any services corrected or reperformed by the Contractor shall be subject to this clause to the same extent as work initially performed. If the Contractor fails or refuses to correct or reperform, the Contracting Officer may, by contract or otherwise, correct or replace with similar services and charge to the Contractor the cost occasioned to the Government thereby, or make an equitable adjustment in the contract price.

(d) If the Government does not require correction or reperformance, the Contracting Officer shall make an equitable adjustment in the contract price.

(End of clause)

Section J - List of Documents, Exhibits and Other Attachments

LIST OF ATTACHMENTS

1. Wage Decision Determinations
1. APPENDIX A – Baltimore District Major Field Office Locations
2. Standard Form LLL – Disclosure of Lobbying Activities
3. Sample PAR
5. Eletronic Funds Transfer Form

**WAGE DETERMINATION DECISION
OF THE SECRETARY OF LABOR**

The following wage determination will be used to conform With the requirements of the Service Contract Act of 1965 (29 CFR 4) of the General Provisions:

Decision No. 94-2103 REV (34) dated: 05/23/2005

State(s): District of Columbia, Maryland, Virginia

Areas: Maryland COUNTIES of Calvert, Charles, Frederick, Montgomery, Prince George's, St. Mary's.

Virginia COUNTIES of Arlington, Fairfax, Fauquier, King George, Loudoun, Prince William, Stafford, Alexandria, Falls Church

WAGE DETERMINATION NO: 94-2103 REV (34) AREA: DC, DISTRICT-WIDE
 HEALTH AND WELFARE LEVEL - INSURANCE ONLY **OTHER WELFARE LEVEL WD:94-2104

| | |
|---|--|
| REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor | U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210 |
|---|--|

William W. Gross Division of
Director Wage Determinations

Wage Determination No.: 1994-2103
Revision No.: 34
Date Of Revision: 05/23/2005

States: District of Columbia, Maryland, Virginia

Area: District of Columbia Statewide

Maryland Counties of Calvert, Charles, Frederick, Montgomery, Prince George's, St Mary's

Virginia Counties of Alexandria, Arlington, Fairfax, Falls Church, Fauquier, King George, Loudoun, Prince William, Stafford

****Fringe Benefits Required Follow the Occupational Listing****

OCCUPATION CODE - TITLE

MINIMUM WAGE RATE

01000 - Administrative Support and Clerical Occupations

| | |
|--|-------|
| 01011 - Accounting Clerk I | 12.16 |
| 01012 - Accounting Clerk II | 12.86 |
| 01013 - Accounting Clerk III | 14.89 |
| 01014 - Accounting Clerk IV | 16.65 |
| 01030 - Court Reporter | 17.02 |
| 01050 - Dispatcher, Motor Vehicle | 16.50 |
| 01060 - Document Preparation Clerk | 12.75 |
| 01070 - Messenger (Courier) | 10.23 |
| 01090 - Duplicating Machine Operator | 12.75 |
| 01110 - Film/Tape Librarian | 15.10 |
| 01115 - General Clerk I | 11.68 |
| 01116 - General Clerk II | 13.72 |
| 01117 - General Clerk III | 15.32 |
| 01118 - General Clerk IV | 18.74 |
| 01120 - Housing Referral Assistant | 19.30 |
| 01131 - Key Entry Operator I | 12.67 |
| 01132 - Key Entry Operator II | 13.82 |
| 01191 - Order Clerk I | 14.74 |
| 01192 - Order Clerk II | 16.29 |
| 01261 - Personnel Assistant (Employment) I | 13.05 |
| 01262 - Personnel Assistant (Employment) II | 15.10 |
| 01263 - Personnel Assistant (Employment) III | 17.02 |
| 01264 - Personnel Assistant (Employment) IV | 19.60 |
| 01270 - Production Control Clerk | 18.89 |
| 01290 - Rental Clerk | 15.42 |
| 01300 - Scheduler, Maintenance | 15.26 |
| 01311 - Secretary I | 16.11 |
| 01312 - Secretary II | 17.31 |
| 01313 - Secretary III | 19.30 |
| 01314 - Secretary IV | 21.45 |
| 01315 - Secretary V | 23.75 |

| | |
|---|-------|
| 01320 - Service Order Dispatcher | 15.82 |
| 01341 - Stenographer I | 15.15 |
| 01342 - Stenographer II | 16.47 |
| 01400 - Supply Technician | 21.45 |
| 01420 - Survey Worker (Interviewer) | 16.43 |
| 01460 - Switchboard Operator-Receptionist | 12.06 |
| 01510 - Test Examiner | 17.31 |
| 01520 - Test Proctor | 17.31 |
| 01531 - Travel Clerk I | 11.63 |
| 01532 - Travel Clerk II | 12.49 |
| 01533 - Travel Clerk III | 13.41 |
| 01611 - Word Processor I | 12.75 |
| 01612 - Word Processor II | 15.10 |
| 01613 - Word Processor III | 17.02 |
| 03000 - Automatic Data Processing Occupations | |
| 03010 - Computer Data Librarian | 15.10 |
| 03041 - Computer Operator I | 15.10 |
| 03042 - Computer Operator II | 17.02 |
| 03043 - Computer Operator III | 18.89 |
| 03044 - Computer Operator IV | 21.09 |
| 03045 - Computer Operator V | 23.35 |
| 03071 - Computer Programmer I (1) | 19.64 |
| 03072 - Computer Programmer II (1) | 23.33 |
| 03073 - Computer Programmer III (1) | 27.62 |
| 03074 - Computer Programmer IV (1) | 27.62 |
| 03101 - Computer Systems Analyst I (1) | 27.62 |
| 03102 - Computer Systems Analyst II (1) | 27.62 |
| 03103 - Computer Systems Analyst III (1) | 27.62 |
| 03160 - Peripheral Equipment Operator | 15.10 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automotive Body Repairer, Fiberglass | 22.73 |
| 05010 - Automotive Glass Installer | 17.88 |
| 05040 - Automotive Worker | 17.88 |
| 05070 - Electrician, Automotive | 18.95 |
| 05100 - Mobile Equipment Servicer | 15.69 |
| 05130 - Motor Equipment Metal Mechanic | 19.98 |
| 05160 - Motor Equipment Metal Worker | 17.88 |
| 05190 - Motor Vehicle Mechanic | 20.07 |
| 05220 - Motor Vehicle Mechanic Helper | 16.81 |
| 05250 - Motor Vehicle Upholstery Worker | 17.88 |
| 05280 - Motor Vehicle Wrecker | 17.88 |
| 05310 - Painter, Automotive | 18.95 |
| 05340 - Radiator Repair Specialist | 17.88 |
| 05370 - Tire Repairer | 14.43 |
| 05400 - Transmission Repair Specialist | 19.98 |
| 07000 - Food Preparation and Service Occupations | |
| (not set) - Food Service Worker | 9.91 |
| 07010 - Baker | 12.25 |
| 07041 - Cook I | 11.53 |
| 07042 - Cook II | 12.79 |
| 07070 - Dishwasher | 9.76 |
| 07130 - Meat Cutter | 16.07 |
| 07250 - Waiter/Waitress | 8.59 |
| 09000 - Furniture Maintenance and Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 18.05 |

| | |
|---|-------|
| 09040 - Furniture Handler | 12.55 |
| 09070 - Furniture Refinisher | 18.05 |
| 09100 - Furniture Refinisher Helper | 13.85 |
| 09110 - Furniture Repairer, Minor | 16.01 |
| 09130 - Upholsterer | 18.05 |
| 11030 - General Services and Support Occupations | |
| 11030 - Cleaner, Vehicles | 9.67 |
| 11060 - Elevator Operator | 9.79 |
| 11090 - Gardener | 14.27 |
| 11121 - House Keeping Aid I | 9.97 |
| 11122 - House Keeping Aid II | 10.77 |
| 11150 - Janitor | 10.12 |
| 11210 - Laborer, Grounds Maintenance | 11.65 |
| 11240 - Maid or Houseman | 9.97 |
| 11270 - Pest Controller | 12.49 |
| 11300 - Refuse Collector | 11.69 |
| 11330 - Tractor Operator | 14.00 |
| 11360 - Window Cleaner | 10.51 |
| 12000 - Health Occupations | |
| 12020 - Dental Assistant | 16.90 |
| 12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver | 15.83 |
| 12071 - Licensed Practical Nurse I | 15.86 |
| 12072 - Licensed Practical Nurse II | 17.79 |
| 12073 - Licensed Practical Nurse III | 19.92 |
| 12100 - Medical Assistant | 12.94 |
| 12130 - Medical Laboratory Technician | 16.32 |
| 12160 - Medical Record Clerk | 14.96 |
| 12190 - Medical Record Technician | 16.47 |
| 12221 - Nursing Assistant I | 9.32 |
| 12222 - Nursing Assistant II | 10.48 |
| 12223 - Nursing Assistant III | 11.94 |
| 12224 - Nursing Assistant IV | 13.40 |
| 12250 - Pharmacy Technician | 13.02 |
| 12280 - Phlebotomist | 13.40 |
| 12311 - Registered Nurse I | 24.92 |
| 12312 - Registered Nurse II | 29.47 |
| 12313 - Registered Nurse II, Specialist | 29.47 |
| 12314 - Registered Nurse III | 35.65 |
| 12315 - Registered Nurse III, Anesthetist | 35.65 |
| 12316 - Registered Nurse IV | 42.73 |
| 13000 - Information and Arts Occupations | |
| 13002 - Audiovisual Librarian | 20.85 |
| 13011 - Exhibits Specialist I | 17.98 |
| 13012 - Exhibits Specialist II | 23.33 |
| 13013 - Exhibits Specialist III | 28.07 |
| 13041 - Illustrator I | 18.73 |
| 13042 - Illustrator II | 23.42 |
| 13043 - Illustrator III | 28.82 |
| 13047 - Librarian | 24.54 |
| 13050 - Library Technician | 17.18 |
| 13071 - Photographer I | 14.67 |
| 13072 - Photographer II | 17.18 |
| 13073 - Photographer III | 21.52 |
| 13074 - Photographer IV | 26.05 |
| 13075 - Photographer V | 29.15 |

15000 - Laundry, Dry Cleaning, Pressing and Related Occupations

| | |
|--|-------|
| 15010 - Assembler | 8.71 |
| 15030 - Counter Attendant | 8.71 |
| 15040 - Dry Cleaner | 10.94 |
| 15070 - Finisher, Flatwork, Machine | 8.71 |
| 15090 - Presser, Hand | 8.71 |
| 15100 - Presser, Machine, Dry Cleaning | 8.71 |
| 15130 - Presser, Machine, Shirts | 8.71 |
| 15160 - Presser, Machine, Wearing Apparel, Laundry | 8.71 |
| 15190 - Sewing Machine Operator | 11.73 |
| 15220 - Tailor | 12.43 |
| 15250 - Washer, Machine | 9.31 |

19000 - Machine Tool Operation and Repair Occupations

| | |
|--|-------|
| 19010 - Machine-Tool Operator (Toolroom) | 18.95 |
| 19040 - Tool and Die Maker | 23.05 |

21000 - Material Handling and Packing Occupations

| | |
|--|-------|
| 21010 - Fuel Distribution System Operator | 19.38 |
| 21020 - Material Coordinator | 19.05 |
| 21030 - Material Expediter | 19.05 |
| 21040 - Material Handling Laborer | 11.50 |
| 21050 - Order Filler | 13.21 |
| 21071 - Forklift Operator | 16.04 |
| 21080 - Production Line Worker (Food Processing) | 15.93 |
| 21100 - Shipping/Receiving Clerk | 13.15 |
| 21130 - Shipping Packer | 13.15 |
| 21140 - Store Worker I | 9.06 |
| 21150 - Stock Clerk (Shelf Stocker; Store Worker II) | 13.05 |
| 21210 - Tools and Parts Attendant | 16.99 |
| 21400 - Warehouse Specialist | 16.04 |

23000 - Mechanics and Maintenance and Repair Occupations

| | |
|--|-------|
| 23010 - Aircraft Mechanic | 22.24 |
| 23040 - Aircraft Mechanic Helper | 14.71 |
| 23050 - Aircraft Quality Control Inspector | 23.43 |
| 23060 - Aircraft Servicer | 17.82 |
| 23070 - Aircraft Worker | 18.09 |
| 23100 - Appliance Mechanic | 18.95 |
| 23120 - Bicycle Repairer | 14.43 |
| 23125 - Cable Splicer | 24.68 |
| 23130 - Carpenter, Maintenance | 18.95 |
| 23140 - Carpet Layer | 17.80 |
| 23160 - Electrician, Maintenance | 22.59 |
| 23181 - Electronics Technician, Maintenance I | 19.42 |
| 23182 - Electronics Technician, Maintenance II | 21.92 |
| 23183 - Electronics Technician, Maintenance III | 23.87 |
| 23260 - Fabric Worker | 16.61 |
| 23290 - Fire Alarm System Mechanic | 19.98 |
| 23310 - Fire Extinguisher Repairer | 15.69 |
| 23340 - Fuel Distribution System Mechanic | 21.05 |
| 23370 - General Maintenance Worker | 17.28 |
| 23400 - Heating, Refrigeration and Air Conditioning Mechanic | 20.87 |
| 23430 - Heavy Equipment Mechanic | 19.98 |
| 23440 - Heavy Equipment Operator | 20.76 |
| 23460 - Instrument Mechanic | 19.98 |
| 23470 - Laborer | 14.27 |
| 23500 - Locksmith | 18.95 |

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|---|-------|
| 23530 - Machinery Maintenance Mechanic | 20.51 |
| 23550 - Machinist, Maintenance | 21.52 |
| 23580 - Maintenance Trades Helper | 14.54 |
| 23640 - Millwright | 21.85 |
| 23700 - Office Appliance Repairer | 18.95 |
| 23740 - Painter, Aircraft | 21.29 |
| 23760 - Painter, Maintenance | 18.95 |
| 23790 - Pipefitter, Maintenance | 22.76 |
| 23800 - Plumber, Maintenance | 20.99 |
| 23820 - Pneudraulic Systems Mechanic | 19.98 |
| 23850 - Rigger | 19.98 |
| 23870 - Scale Mechanic | 17.88 |
| 23890 - Sheet-Metal Worker, Maintenance | 19.98 |
| 23910 - Small Engine Mechanic | 20.05 |
| 23930 - Telecommunication Mechanic I | 22.21 |
| 23931 - Telecommunication Mechanic II | 23.41 |
| 23950 - Telephone Lineman | 22.21 |
| 23960 - Welder, Combination, Maintenance | 19.98 |
| 23965 - Well Driller | 19.98 |
| 23970 - Woodcraft Worker | 19.98 |
| 23980 - Woodworker | 15.32 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 11.58 |
| 24580 - Child Care Center Clerk | 16.15 |
| 24600 - Chore Aid | 9.29 |
| 24630 - Homemaker | 16.75 |
| 25000 - Plant and System Operation Occupations | |
| 25010 - Boiler Tender | 22.57 |
| 25040 - Sewage Plant Operator | 19.52 |
| 25070 - Stationary Engineer | 22.57 |
| 25190 - Ventilation Equipment Tender | 15.24 |
| 25210 - Water Treatment Plant Operator | 19.72 |
| 27000 - Protective Service Occupations | |
| (not set) - Police Officer | 23.19 |
| 27004 - Alarm Monitor | 16.79 |
| 27006 - Corrections Officer | 18.10 |
| 27010 - Court Security Officer | 20.72 |
| 27040 - Detention Officer | 18.29 |
| 27070 - Firefighter | 20.97 |
| 27101 - Guard I | 11.51 |
| 27102 - Guard II | 15.16 |
| 28000 - Stevedoring/Longshoremen Occupations | |
| 28010 - Blocker and Bracer | 19.89 |
| 28020 - Hatch Tender | 19.89 |
| 28030 - Line Handler | 19.89 |
| 28040 - Stevedore I | 18.71 |
| 28050 - Stevedore II | 21.11 |
| 29000 - Technical Occupations | |
| 21150 - Graphic Artist | 22.81 |
| 29010 - Air Traffic Control Specialist, Center (2) | 32.70 |
| 29011 - Air Traffic Control Specialist, Station (2) | 22.54 |
| 29012 - Air Traffic Control Specialist, Terminal (2) | 24.82 |
| 29023 - Archeological Technician I | 15.78 |
| 29024 - Archeological Technician II | 17.58 |
| 29025 - Archeological Technician III | 21.94 |

| | |
|---|-------|
| 29030 - Cartographic Technician | 23.33 |
| 29035 - Computer Based Training (CBT) Specialist/ Instructor | 31.26 |
| 29040 - Civil Engineering Technician | 22.19 |
| 29061 - Drafter I | 14.31 |
| 29062 - Drafter II | 16.57 |
| 29063 - Drafter III | 18.53 |
| 29064 - Drafter IV | 23.33 |
| 29081 - Engineering Technician I | 17.67 |
| 29082 - Engineering Technician II | 19.84 |
| 29083 - Engineering Technician III | 22.54 |
| 29084 - Engineering Technician IV | 27.49 |
| 29085 - Engineering Technician V | 33.62 |
| 29086 - Engineering Technician VI | 40.67 |
| 29090 - Environmental Technician | 21.22 |
| 29100 - Flight Simulator/Instructor (Pilot) | 36.95 |
| 29160 - Instructor | 26.54 |
| 29210 - Laboratory Technician | 18.56 |
| 29240 - Mathematical Technician | 23.70 |
| 29361 - Paralegal/Legal Assistant I | 20.03 |
| 29362 - Paralegal/Legal Assistant II | 24.82 |
| 29363 - Paralegal/Legal Assistant III | 30.35 |
| 29364 - Paralegal/Legal Assistant IV | 36.73 |
| 29390 - Photooptics Technician | 23.33 |
| 29480 - Technical Writer | 28.55 |
| 29491 - Unexploded Ordnance (UXO) Technician I | 20.78 |
| 29492 - Unexploded Ordnance (UXO) Technician II | 25.14 |
| 29493 - Unexploded Ordnance (UXO) Technician III | 30.13 |
| 29494 - Unexploded (UXO) Safety Escort | 20.78 |
| 29495 - Unexploded (UXO) Sweep Personnel | 20.78 |
| 29620 - Weather Observer, Senior (3) | 21.32 |
| 29621 - Weather Observer, Combined Upper Air and Surface Programs (3) | 18.30 |
| 29622 - Weather Observer, Upper Air (3) | 18.30 |
| 31000 - Transportation/ Mobile Equipment Operation Occupations | |
| 31030 - Bus Driver | 15.95 |
| 31260 - Parking and Lot Attendant | 8.62 |
| 31290 - Shuttle Bus Driver | 13.45 |
| 31300 - Taxi Driver | 12.71 |
| 31361 - Truck Driver, Light Truck | 13.89 |
| 31362 - Truck Driver, Medium Truck | 17.09 |
| 31363 - Truck Driver, Heavy Truck | 18.40 |
| 31364 - Truck Driver, Tractor-Trailer | 18.40 |
| 99000 - Miscellaneous Occupations | |
| 99020 - Animal Caretaker | 10.47 |
| 99030 - Cashier | 9.82 |
| 99041 - Carnival Equipment Operator | 12.35 |
| 99042 - Carnival Equipment Repairer | 13.30 |
| 99043 - Carnival Worker | 8.31 |
| 99050 - Desk Clerk | 9.78 |
| 99095 - Embalmer | 19.79 |
| 99300 - Lifeguard | 10.92 |
| 99310 - Mortician | 24.77 |
| 99350 - Park Attendant (Aide) | 13.71 |
| 99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech) | 11.12 |
| 99500 - Recreation Specialist | 16.99 |
| 99510 - Recycling Worker | 15.47 |

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| 99610 - Sales Clerk | 11.08 |
| 99620 - School Crossing Guard (Crosswalk Attendant) | 11.37 |
| 99630 - Sport Official | 11.24 |
| 99658 - Survey Party Chief (Chief of Party) | 18.39 |
| 99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.) | 17.48 |
| 99660 - Surveying Aide | 11.43 |
| 99690 - Swimming Pool Operator | 13.93 |
| 99720 - Vending Machine Attendant | 10.73 |
| 99730 - Vending Machine Repairer | 13.93 |
| 99740 - Vending Machine Repairer Helper | 11.34 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.87 an hour or \$114.80 a week or \$497.47 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

- 1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)
- 2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.
- 3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent

work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ****

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work.

by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

WAGE DETERMINATION DECISION
OF THE SECRETARY OF LABOR

The following wage determination will be used to conform with the requirements of the Service Contract Act of 1965 (29 CFR 4) of the General Provisions:

Decision No. 94-2247 REV (27) dated: 05/23/2005

State(s): Maryland

Areas: Maryland COUNTIES OF Anne Arundel, Baltimore, Carroll, Harford, Howard, Baltimore City

94-2247 MD,BALTIMORE

WAGE DETERMINATION NO: 94-2247 REV (27) AREA: MD,BALTIMORE

HEALTH AND WELFARE LEVEL - INSURANCE ONLY **OTHER WELFARE LEVEL WD:94-2248

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|--|-------------------------------------|
| REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR |
| THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION |
| By direction of the Secretary of Labor | WAGE AND HOUR DIVISION |
| | WASHINGTON D.C. 20210 |

William W.Gross Division of
Director Wage Determinations

Wage Determination No.: 1994-2247
Revision No.: 27
Date Of Revision: 05/23/2005

State: Maryland

Area: Maryland Counties of Anne Arundel, Baltimore, Baltimore City, Carroll, Harford, Howard

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE

MINIMUM WAGE RATE

| | |
|---|-------|
| 01000 - Administrative Support and Clerical Occupations | |
| 01011 - Accounting Clerk I | 12.16 |
| 01012 - Accounting Clerk II | 12.86 |
| 01013 - Accounting Clerk III | 14.89 |
| 01014 - Accounting Clerk IV | 16.65 |
| 01030 - Court Reporter | 17.02 |
| 01050 - Dispatcher, Motor Vehicle | 16.50 |
| 01060 - Document Preparation Clerk | 12.62 |
| 01070 - Messenger (Courier) | 9.80 |
| 01090 - Duplicating Machine Operator | 12.62 |
| 01110 - Film/Tape Librarian | 14.15 |
| 01115 - General Clerk I | 10.99 |
| 01116 - General Clerk II | 12.83 |
| 01117 - General Clerk III | 14.07 |
| 01118 - General Clerk IV | 16.03 |
| 01120 - Housing Referral Assistant | 19.30 |
| 01131 - Key Entry Operator I | 12.67 |
| 01132 - Key Entry Operator II | 13.82 |
| 01191 - Order Clerk I | 13.92 |
| 01192 - Order Clerk II | 15.95 |
| 01261 - Personnel Assistant (Employment) I | 13.16 |
| 01262 - Personnel Assistant (Employment) II | 15.10 |
| 01263 - Personnel Assistant (Employment) III | 17.05 |
| 01264 - Personnel Assistant (Employment) IV | 18.97 |
| 01270 - Production Control Clerk | 18.89 |
| 01290 - Rental Clerk | 15.10 |
| 01300 - Scheduler, Maintenance | 15.26 |
| 01311 - Secretary I | 16.11 |

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| 01312 - Secretary II | 17.31 |
| 01313 - Secretary III | 19.30 |
| 01314 - Secretary IV | 21.45 |
| 01315 - Secretary V | 23.75 |
| 01320 - Service Order Dispatcher | 14.76 |
| 01341 - Stenographer I | 15.16 |
| 01342 - Stenographer II | 16.46 |
| 01400 - Supply Technician | 21.45 |
| 01420 - Survey Worker (Interviewer) | 16.43 |
| 01460 - Switchboard Operator-Receptionist | 11.72 |
| 01510 - Test Examiner | 17.31 |
| 01520 - Test Proctor | 17.31 |
| 01531 - Travel Clerk I | 10.69 |
| 01532 - Travel Clerk II | 11.65 |
| 01533 - Travel Clerk III | 12.69 |
| 01611 - Word Processor I | 12.75 |
| 01612 - Word Processor II | 15.10 |
| 01613 - Word Processor III | 17.02 |
| 03000 - Automatic Data Processing Occupations | |
| 03010 - Computer Data Librarian | 15.10 |
| 03041 - Computer Operator I | 15.10 |
| 03042 - Computer Operator II | 17.02 |
| 03043 - Computer Operator III | 18.98 |
| 03044 - Computer Operator IV | 21.09 |
| 03045 - Computer Operator V | 23.35 |
| 03071 - Computer Programmer I (1) | 18.15 |
| 03072 - Computer Programmer II (1) | 23.33 |
| 03073 - Computer Programmer III (1) | 27.62 |
| 03074 - Computer Programmer IV (1) | 27.62 |
| 03101 - Computer Systems Analyst I (1) | 27.62 |
| 03102 - Computer Systems Analyst II (1) | 27.62 |
| 03103 - Computer Systems Analyst III (1) | 27.62 |
| 03160 - Peripheral Equipment Operator | 15.10 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automotive Body Repairer, Fiberglass | 18.32 |
| 05010 - Automotive Glass Installer | 15.81 |
| 05040 - Automotive Worker | 15.81 |
| 05070 - Electrician, Automotive | 17.00 |
| 05100 - Mobile Equipment Servicer | 14.61 |
| 05130 - Motor Equipment Metal Mechanic | 17.00 |
| 05160 - Motor Equipment Metal Worker | 15.81 |
| 05190 - Motor Vehicle Mechanic | 17.00 |
| 05220 - Motor Vehicle Mechanic Helper | 14.01 |
| 05250 - Motor Vehicle Upholstery Worker | 15.81 |
| 05280 - Motor Vehicle Wrecker | 15.81 |
| 05310 - Painter, Automotive | 16.35 |
| 05340 - Radiator Repair Specialist | 15.81 |
| 05370 - Tire Repairer | 13.77 |
| 05400 - Transmission Repair Specialist | 17.00 |
| 07000 - Food Preparation and Service Occupations | |
| (not set) - Food Service Worker | 10.08 |
| 07010 - Baker | 12.50 |
| 07041 - Cook I | 11.53 |
| 07042 - Cook II | 12.79 |
| 07070 - Dishwasher | 9.70 |

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|---|-------|
| 07130 - Meat Cutter | 14.20 |
| 07250 - Waiter/Waitress | 8.09 |
| 09000 - Furniture Maintenance and Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 15.95 |
| 09040 - Furniture Handler | 13.31 |
| 09070 - Furniture Refinisher | 15.95 |
| 09100 - Furniture Refinisher Helper | 13.66 |
| 09110 - Furniture Repairer, Minor | 14.81 |
| 09130 - Upholsterer | 15.95 |
| 11030 - General Services and Support Occupations | |
| 11030 - Cleaner, Vehicles | 9.35 |
| 11060 - Elevator Operator | 9.35 |
| 11090 - Gardener | 12.91 |
| 11121 - House Keeping Aid I | 9.97 |
| 11122 - House Keeping Aid II | 10.77 |
| 11150 - Janitor | 9.91 |
| 11210 - Laborer, Grounds Maintenance | 11.63 |
| 11240 - Maid or Houseman | 9.97 |
| 11270 - Pest Controller | 13.22 |
| 11300 - Refuse Collector | 10.79 |
| 11330 - Tractor Operator | 12.66 |
| 11360 - Window Cleaner | 10.54 |
| 12000 - Health Occupations | |
| 12020 - Dental Assistant | 14.10 |
| 12040 - Emergency Medical Technician (EMT)/Paramedic/ Ambulance Driver | 15.55 |
| 12071 - Licensed Practical Nurse I | 16.10 |
| 12072 - Licensed Practical Nurse II | 18.15 |
| 12073 - Licensed Practical Nurse III | 19.92 |
| 12100 - Medical Assistant | 12.37 |
| 12130 - Medical Laboratory Technician | 16.81 |
| 12160 - Medical Record Clerk | 14.04 |
| 12190 - Medical Record Technician | 16.72 |
| 12221 - Nursing Assistant I | 9.32 |
| 12222 - Nursing Assistant II | 10.47 |
| 12223 - Nursing Assistant III | 11.50 |
| 12224 - Nursing Assistant IV | 12.91 |
| 12250 - Pharmacy Technician | 13.70 |
| 12280 - Phlebotomist | 12.91 |
| 12311 - Registered Nurse I | 24.92 |
| 12312 - Registered Nurse II | 29.47 |
| 12313 - Registered Nurse II, Specialist | 29.47 |
| 12314 - Registered Nurse III | 35.65 |
| 12315 - Registered Nurse III, Anesthetist | 35.65 |
| 12316 - Registered Nurse IV | 41.57 |
| 13000 - Information and Arts Occupations | |
| 13002 - Audiovisual Librarian | 21.30 |
| 13011 - Exhibits Specialist I | 17.60 |
| 13012 - Exhibits Specialist II | 23.33 |
| 13013 - Exhibits Specialist III | 27.65 |
| 13041 - Illustrator I | 17.60 |
| 13042 - Illustrator II | 23.33 |
| 13043 - Illustrator III | 27.65 |
| 13047 - Librarian | 25.54 |
| 13050 - Library Technician | 15.47 |

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| 13071 - Photographer I | 14.17 |
| 13072 - Photographer II | 17.18 |
| 13073 - Photographer III | 21.29 |
| 13074 - Photographer IV | 22.85 |
| 13075 - Photographer V | 27.63 |
| 15000 - Laundry, Dry Cleaning, Pressing and Related Occupations | |
| 15010 - Assembler | 8.02 |
| 15030 - Counter Attendant | 8.02 |
| 15040 - Dry Cleaner | 10.66 |
| 15070 - Finisher, Flatwork, Machine | 8.02 |
| 15090 - Presser, Hand | 8.02 |
| 15100 - Presser, Machine, Drycleaning | 8.02 |
| 15130 - Presser, Machine, Shirts | 8.02 |
| 15160 - Presser, Machine, Wearing Apparel, Laundry | 8.02 |
| 15190 - Sewing Machine Operator | 11.57 |
| 15220 - Tailor | 12.43 |
| 15250 - Washer, Machine | 8.92 |
| 19000 - Machine Tool Operation and Repair Occupations | |
| 19010 - Machine-Tool Operator (Toolroom) | 18.63 |
| 19040 - Tool and Die Maker | 22.83 |
| 21000 - Material Handling and Packing Occupations | |
| 21010 - Fuel Distribution System Operator | 16.99 |
| 21020 - Material Coordinator | 17.95 |
| 21030 - Material Expediter | 17.95 |
| 21040 - Material Handling Laborer | 12.72 |
| 21050 - Order Filler | 12.50 |
| 21071 - Forklift Operator | 16.20 |
| 21080 - Production Line Worker (Food Processing) | 16.20 |
| 21100 - Shipping/Receiving Clerk | 13.09 |
| 21130 - Shipping Packer | 13.57 |
| 21140 - Store Worker I | 12.38 |
| 21150 - Stock Clerk (Shelf Stocker; Store Worker II) | 14.77 |
| 21210 - Tools and Parts Attendant | 16.51 |
| 21400 - Warehouse Specialist | 16.20 |
| 23000 - Mechanics and Maintenance and Repair Occupations | |
| 23010 - Aircraft Mechanic | 23.35 |
| 23040 - Aircraft Mechanic Helper | 18.03 |
| 23050 - Aircraft Quality Control Inspector | 24.17 |
| 23060 - Aircraft Servicer | 19.68 |
| 23070 - Aircraft Worker | 20.49 |
| 23100 - Appliance Mechanic | 18.83 |
| 23120 - Bicycle Repairer | 13.77 |
| 23125 - Cable Splicer | 25.24 |
| 23130 - Carpenter, Maintenance | 17.40 |
| 23140 - Carpet Layer | 18.44 |
| 23160 - Electrician, Maintenance | 21.27 |
| 23181 - Electronics Technician, Maintenance I | 16.60 |
| 23182 - Electronics Technician, Maintenance II | 20.02 |
| 23183 - Electronics Technician, Maintenance III | 20.76 |
| 23260 - Fabric Worker | 16.29 |
| 23290 - Fire Alarm System Mechanic | 19.43 |
| 23310 - Fire Extinguisher Repairer | 15.91 |
| 23340 - Fuel Distribution System Mechanic | 19.54 |
| 23370 - General Maintenance Worker | 15.42 |
| 23400 - Heating, Refrigeration and Air Conditioning Mechanic | 16.65 |

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| 23430 - Heavy Equipment Mechanic | 19.10 |
| 23440 - Heavy Equipment Operator | 20.01 |
| 23460 - Instrument Mechanic | 18.53 |
| 23470 - Laborer | 14.27 |
| 23500 - Locksmith | 17.09 |
| 23530 - Machinery Maintenance Mechanic | 18.46 |
| 23550 - Machinist, Maintenance | 17.10 |
| 23580 - Maintenance Trades Helper | 15.00 |
| 23640 - Millwright | 19.64 |
| 23700 - Office Appliance Repairer | 17.86 |
| 23740 - Painter, Aircraft | 18.16 |
| 23760 - Painter, Maintenance | 17.85 |
| 23790 - Pipefitter, Maintenance | 22.17 |
| 23800 - Plumber, Maintenance | 19.11 |
| 23820 - Pneudraulic Systems Mechanic | 18.53 |
| 23850 - Rigger | 18.55 |
| 23870 - Scale Mechanic | 17.21 |
| 23890 - Sheet-Metal Worker, Maintenance | 18.24 |
| 23910 - Small Engine Mechanic | 15.70 |
| 23930 - Telecommunication Mechanic I | 18.52 |
| 23931 - Telecommunication Mechanic II | 20.56 |
| 23950 - Telephone Lineman | 18.24 |
| 23960 - Welder, Combination, Maintenance | 18.24 |
| 23965 - Well Driller | 18.52 |
| 23970 - Woodcraft Worker | 18.59 |
| 23980 - Woodworker | 15.78 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 10.52 |
| 24580 - Child Care Center Clerk | 13.70 |
| 24600 - Chore Aid | 8.73 |
| 24630 - Homemaker | 14.25 |
| 25000 - Plant and System Operation Occupations | |
| 25010 - Boiler Tender | 22.04 |
| 25040 - Sewage Plant Operator | 19.43 |
| 25070 - Stationary Engineer | 22.04 |
| 25190 - Ventilation Equipment Tender | 15.19 |
| 25210 - Water Treatment Plant Operator | 19.00 |
| 27000 - Protective Service Occupations | |
| (not set) - Police Officer | 23.19 |
| 27004 - Alarm Monitor | 15.22 |
| 27006 - Corrections Officer | 18.10 |
| 27010 - Court Security Officer | 20.72 |
| 27040 - Detention Officer | 18.29 |
| 27070 - Firefighter | 20.97 |
| 27101 - Guard I | 11.51 |
| 27102 - Guard II | 15.22 |
| 28000 - Stevedoring/Longshoremen Occupations | |
| 28010 - Blocker and Bracer | 19.52 |
| 28020 - Hatch Tender | 19.52 |
| 28030 - Line Handler | 19.52 |
| 28040 - Stevedore I | 18.95 |
| 28050 - Stevedore II | 20.42 |
| 29000 - Technical Occupations | |
| 21150 - Graphic Artist | 24.30 |
| 29010 - Air Traffic Control Specialist, Center (2) | 32.70 |

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| 29011 - Air Traffic Control Specialist, Station (2) | 22.54 |
| 29012 - Air Traffic Control Specialist, Terminal (2) | 24.82 |
| 29023 - Archeological Technician I | 16.61 |
| 29024 - Archeological Technician II | 20.03 |
| 29025 - Archeological Technician III | 25.42 |
| 29030 - Cartographic Technician | 25.42 |
| 29035 - Computer Based Training (CBT) Specialist/ Instructor | 30.58 |
| 29040 - Civil Engineering Technician | 22.39 |
| 29061 - Drafter I | 14.00 |
| 29062 - Drafter II | 16.61 |
| 29063 - Drafter III | 20.51 |
| 29064 - Drafter IV | 25.42 |
| 29081 - Engineering Technician I | 17.67 |
| 29082 - Engineering Technician II | 19.84 |
| 29083 - Engineering Technician III | 22.18 |
| 29084 - Engineering Technician IV | 27.49 |
| 29085 - Engineering Technician V | 32.99 |
| 29086 - Engineering Technician VI | 39.15 |
| 29090 - Environmental Technician | 22.19 |
| 29100 - Flight Simulator/Instructor (Pilot) | 33.22 |
| 29160 - Instructor | 22.19 |
| 29210 - Laboratory Technician | 18.43 |
| 29240 - Mathematical Technician | 22.61 |
| 29361 - Paralegal/Legal Assistant I | 19.59 |
| 29362 - Paralegal/Legal Assistant II | 23.55 |
| 29363 - Paralegal/Legal Assistant III | 28.79 |
| 29364 - Paralegal/Legal Assistant IV | 34.82 |
| 29390 - Photooptics Technician | 24.87 |
| 29480 - Technical Writer | 29.87 |
| 29491 - Unexploded Ordnance (UXO) Technician I | 20.78 |
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| 29494 - Unexploded (UXO) Safety Escort | |
| 29495 - Unexploded (UXO) Sweep Personnel | 20.78 |
| 29620 - Weather Observer, Senior (3) | 21.07 |
| 29621 - Weather Observer, Combined Upper Air and Surface Programs (3) | 18.95 |
| 29622 - Weather Observer, Upper Air (3) | 18.95 |
| 31000 - Transportation/ Mobile Equipment Operation Occupations | |
| 31030 - Bus Driver | 15.95 |
| 31260 - Parking and Lot Attendant | 10.80 |
| 31290 - Shuttle Bus Driver | 14.37 |
| 31300 - Taxi Driver | 11.14 |
| 31361 - Truckdriver, Light Truck | 14.37 |
| 31362 - Truckdriver, Medium Truck | 14.98 |
| 31363 - Truckdriver, Heavy Truck | 16.76 |
| 31364 - Truckdriver, Tractor-Trailer | 16.76 |
| 99000 - Miscellaneous Occupations | |
| 99020 - Animal Caretaker | 9.46 |
| 99030 - Cashier | 9.58 |
| 99041 - Carnival Equipment Operator | 8.89 |
| 99042 - Carnival Equipment Repairer | 9.25 |
| 99043 - Carnival Worker | 7.78 |
| 99050 - Desk Clerk | 9.48 |
| 99095 - Embalmer | 21.22 |

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| 99300 - Lifeguard | 10.78 |
| 99310 - Mortician | 20.84 |
| 99350 - Park Attendant (Aide) | 13.51 |
| 99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech) | 10.31 |
| 99500 - Recreation Specialist | 15.86 |
| 99510 - Recycling Worker | 12.33 |
| 99610 - Sales Clerk | 9.94 |
| 99620 - School Crossing Guard (Crosswalk Attendant) | 10.52 |
| 99630 - Sport Official | 9.36 |
| 99658 - Survey Party Chief (Chief of Party) | 18.12 |
| 99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.) | 15.07 |
| 99660 - Surveying Aide | 9.87 |
| 99690 - Swimming Pool Operator | 12.19 |
| 99720 - Vending Machine Attendant | 10.84 |
| 99730 - Vending Machine Repairer | 12.19 |
| 99740 - Vending Machine Repairer Helper | 10.84 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.87 an hour or \$114.80 a week or \$497.47 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

- 1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)
- 2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.
- 3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive

ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ****

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form

1444 (SF 1444)};

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

WAGE DETERMINATION DECISION
OF THE SECRETARY OF LABOR

The following wage determination will be used to conform with the requirements of the Service Contract Act of 1965 (29 CFR 4) of the General Provisions:

Decision No. 94-2451 REV (28) dated: 05/23/2005

States: Ohio, Pennsylvania

Area: Ohio Counties of Belmont, Harrison, Jefferson, Tuscarawas; Pennsylvania Counties of Allegheny, Armstrong, Beaver, Bedford, Blair, Butler, Cambria, Cameron, Centre, Clarion, Clearfield, Clinton, Crawford, Elk, Erie, Fayette, Forest, Fulton, Greene, Huntingdon, Indiana, Jefferson, Lawrence, McKean, Mercer, Potter, Somerset, Venango, Warren, Washington, Westmoreland

WAGE DETERMINATION NO: 94-2451 REV (28) AREA: PA,PITTSBURGH

REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

William W.Gross Division of
Director Wage Determinations

Wage Determination No.: 1994-2451
Revision No.: 28
Date Of Revision: 05/23/2005

States: Ohio, Pennsylvania

Area: Ohio Counties of Belmont, Harrison, Jefferson, Tuscarawas Pennsylvania Counties of Allegheny, Armstrong, Beaver, Bedford, Blair, Butler, Cambria, Cameron, Centre, Clarion, Clearfield, Clinton, Crawford, Elk, Erie, Fayette, Forest, Fulton, Greene, Huntingdon, Indiana, Jefferson, Lawrence, McKean, Mercer, Potter, Somerset, Venango, Warren, Washington, Westmoreland

****Fringe Benefits Required Follow the Occupational Listing****

OCCUPATION CODE - TITLE

MINIMUM WAGE RATE

| | |
|---|-------|
| 01000 - Administrative Support and Clerical Occupations | |
| 01011 - Accounting Clerk I | 11.39 |
| 01012 - Accounting Clerk II | 12.47 |
| 01013 - Accounting Clerk III | 14.97 |
| 01014 - Accounting Clerk IV | 20.33 |
| 01030 - Court Reporter | 16.16 |
| 01050 - Dispatcher, Motor Vehicle | 14.31 |
| 01060 - Document Preparation Clerk | 11.66 |
| 01070 - Messenger (Courier) | 9.78 |
| 01090 - Duplicating Machine Operator | 11.16 |
| 01110 - Film/Tape Librarian | 13.26 |
| 01115 - General Clerk I | 9.17 |
| 01116 - General Clerk II | 9.53 |
| 01117 - General Clerk III | 12.62 |
| 01118 - General Clerk IV | 14.33 |
| 01120 - Housing Referral Assistant | 18.30 |
| 01131 - Key Entry Operator I | 10.05 |
| 01132 - Key Entry Operator II | 12.24 |
| 01191 - Order Clerk I | 13.17 |
| 01192 - Order Clerk II | 15.74 |
| 01261 - Personnel Assistant (Employment) I | 12.65 |
| 01262 - Personnel Assistant (Employment) II | 14.20 |
| 01263 - Personnel Assistant (Employment) III | 15.20 |
| 01264 - Personnel Assistant (Employment) IV | 17.92 |
| 01270 - Production Control Clerk | 18.12 |
| 01290 - Rental Clerk | 13.26 |
| 01300 - Scheduler, Maintenance | 14.20 |
| 01311 - Secretary I | 13.83 |
| 01312 - Secretary II | 16.96 |
| 01313 - Secretary III | 18.21 |

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| 01314 - Secretary IV | 21.11 |
| 01315 - Secretary V | 23.44 |
| 01320 - Service Order Dispatcher | 14.59 |
| 01341 - Stenographer I | 12.79 |
| 01342 - Stenographer II | 14.30 |
| 01400 - Supply Technician | 21.11 |
| 01420 - Survey Worker (Interviewer) | 13.93 |
| 01460 - Switchboard Operator-Receptionist | 10.78 |
| 01510 - Test Examiner | 16.96 |
| 01520 - Test Proctor | 16.96 |
| 01531 - Travel Clerk I | 10.83 |
| 01532 - Travel Clerk II | 11.63 |
| 01533 - Travel Clerk III | 12.47 |
| 01611 - Word Processor I | 12.19 |
| 01612 - Word Processor II | 15.43 |
| 01613 - Word Processor III | 16.54 |
| 03000 - Automatic Data Processing Occupations | |
| 03010 - Computer Data Librarian | 14.18 |
| 03041 - Computer Operator I | 14.18 |
| 03042 - Computer Operator II | 15.58 |
| 03043 - Computer Operator III | 18.51 |
| 03044 - Computer Operator IV | 20.57 |
| 03045 - Computer Operator V | 22.77 |
| 03071 - Computer Programmer I (1) | 20.31 |
| 03072 - Computer Programmer II (1) | 23.10 |
| 03073 - Computer Programmer III (1) | 27.62 |
| 03074 - Computer Programmer IV (1) | 27.62 |
| 03101 - Computer Systems Analyst I (1) | 26.05 |
| 03102 - Computer Systems Analyst II (1) | 27.62 |
| 03103 - Computer Systems Analyst III (1) | 27.62 |
| 03160 - Peripheral Equipment Operator | 14.18 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automotive Body Repairer, Fiberglass | 16.80 |
| 05010 - Automotive Glass Installer | 16.65 |
| 05040 - Automotive Worker | 16.65 |
| 05070 - Electrician, Automotive | 17.31 |
| 05100 - Mobile Equipment Servicer | 15.43 |
| 05130 - Motor Equipment Metal Mechanic | 17.93 |
| 05160 - Motor Equipment Metal Worker | 16.65 |
| 05190 - Motor Vehicle Mechanic | 18.21 |
| 05220 - Motor Vehicle Mechanic Helper | 14.83 |
| 05250 - Motor Vehicle Upholstery Worker | 16.04 |
| 05280 - Motor Vehicle Wrecker | 16.65 |
| 05310 - Painter, Automotive | 17.31 |
| 05340 - Radiator Repair Specialist | 16.65 |
| 05370 - Tire Repairer | 13.96 |
| 05400 - Transmission Repair Specialist | 17.93 |
| 07000 - Food Preparation and Service Occupations | |
| (not set) - Food Service Worker | 8.61 |
| 07010 - Baker | 10.98 |
| 07041 - Cook I | 10.16 |
| 07042 - Cook II | 10.98 |
| 07070 - Dishwasher | 8.33 |
| 07130 - Meat Cutter | 11.15 |
| 07250 - Waiter/Waitress | 8.86 |

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|---|-------|
| 09000 - Furniture Maintenance and Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 16.22 |
| 09040 - Furniture Handler | 12.62 |
| 09070 - Furniture Refinisher | 16.22 |
| 09100 - Furniture Refinisher Helper | 13.89 |
| 09110 - Furniture Repairer, Minor | 15.03 |
| 09130 - Upholsterer | 16.22 |
| 11030 - General Services and Support Occupations | |
| 11030 - Cleaner, Vehicles | 9.28 |
| 11060 - Elevator Operator | 11.02 |
| 11090 - Gardener | 11.50 |
| 11121 - House Keeping Aid I | 9.27 |
| 11122 - House Keeping Aid II | 9.94 |
| 11150 - Janitor | 12.96 |
| 11210 - Laborer, Grounds Maintenance | 10.03 |
| 11240 - Maid or Houseman | 9.27 |
| 11270 - Pest Controller | 13.15 |
| 11300 - Refuse Collector | 14.15 |
| 11330 - Tractor Operator | 11.07 |
| 11360 - Window Cleaner | 13.78 |
| 12000 - Health Occupations | |
| 12020 - Dental Assistant | 12.02 |
| 12040 - Emergency Medical Technician (EMT)/Paramedic /Ambulance Driver | 12.64 |
| 12071 - Licensed Practical Nurse I | 12.80 |
| 12072 - Licensed Practical Nurse II | 14.38 |
| 12073 - Licensed Practical Nurse III | 16.08 |
| 12100 - Medical Assistant | 11.73 |
| 12130 - Medical Laboratory Technician | 15.64 |
| 12160 - Medical Record Clerk | 12.74 |
| 12190 - Medical Record Technician | 16.42 |
| 12221 - Nursing Assistant I | 8.88 |
| 12222 - Nursing Assistant II | 9.98 |
| 12223 - Nursing Assistant III | 10.69 |
| 12224 - Nursing Assistant IV | 11.99 |
| 12250 - Pharmacy Technician | 12.19 |
| 12280 - Phlebotomist | 12.93 |
| 12311 - Registered Nurse I | 22.17 |
| 12312 - Registered Nurse II | 26.10 |
| 12313 - Registered Nurse II, Specialist | 26.10 |
| 12314 - Registered Nurse III | 33.10 |
| 12315 - Registered Nurse III, Anesthetist | 33.10 |
| 12316 - Registered Nurse IV | 34.88 |
| 13000 - Information and Arts Occupations | |
| 13002 - Audiovisual Librarian | 20.34 |
| 13011 - Exhibits Specialist I | 20.46 |
| 13012 - Exhibits Specialist II | 26.07 |
| 13013 - Exhibits Specialist III | 28.16 |
| 13041 - Illustrator I | 19.11 |
| 13042 - Illustrator II | 24.36 |
| 13043 - Illustrator III | 26.32 |
| 13047 - Librarian | 24.59 |
| 13050 - Library Technician | 13.89 |
| 13071 - Photographer I | 13.80 |
| 13072 - Photographer II | 16.58 |

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| 13073 - Photographer III | 21.13 |
| 13074 - Photographer IV | 22.83 |
| 13075 - Photographer V | 27.60 |
| 15000 - Laundry, Dry Cleaning, Pressing and Related Occupations | |
| 15010 - Assembler | 8.25 |
| 15030 - Counter Attendant | 8.25 |
| 15040 - Dry Cleaner | 10.18 |
| 15070 - Finisher, Flatwork, Machine | 8.25 |
| 15090 - Presser, Hand | 8.25 |
| 15100 - Presser, Machine, Drycleaning | 8.25 |
| 15130 - Presser, Machine, Shirts | 8.25 |
| 15160 - Presser, Machine, Wearing Apparel, Laundry | 8.25 |
| 15190 - Sewing Machine Operator | 10.85 |
| 15220 - Tailor | 11.52 |
| 15250 - Washer, Machine | 8.94 |
| 19000 - Machine Tool Operation and Repair Occupations | |
| 19010 - Machine-Tool Operator (Toolroom) | 16.21 |
| 19040 - Tool and Die Maker | 22.76 |
| 21000 - Material Handling and Packing Occupations | |
| 21010 - Fuel Distribution System Operator | 18.49 |
| 21020 - Material Coordinator | 18.12 |
| 21030 - Material Expediter | 18.12 |
| 21040 - Material Handling Laborer | 18.10 |
| 21050 - Order Filler | 13.89 |
| 21071 - Forklift Operator | 14.82 |
| 21080 - Production Line Worker (Food Processing) | 14.82 |
| 21100 - Shipping/Receiving Clerk | 13.72 |
| 21130 - Shipping Packer | 13.72 |
| 21140 - Store Worker I | 11.92 |
| 21150 - Stock Clerk (Shelf Stocker; Store Worker II) | 15.13 |
| 21210 - Tools and Parts Attendant | 14.82 |
| 21400 - Warehouse Specialist | 14.82 |
| 23000 - Mechanics and Maintenance and Repair Occupations | |
| 23010 - Aircraft Mechanic | 19.88 |
| 23040 - Aircraft Mechanic Helper | 15.71 |
| 23050 - Aircraft Quality Control Inspector | 20.52 |
| 23060 - Aircraft Servicer | 17.39 |
| 23070 - Aircraft Worker | 18.33 |
| 23100 - Appliance Mechanic | 16.99 |
| 23120 - Bicycle Repairer | 13.96 |
| 23125 - Cable Splicer | 23.86 |
| 23130 - Carpenter, Maintenance | 20.21 |
| 23140 - Carpet Layer | 17.94 |
| 23160 - Electrician, Maintenance | 20.74 |
| 23181 - Electronics Technician, Maintenance I | 19.07 |
| 23182 - Electronics Technician, Maintenance II | 22.49 |
| 23183 - Electronics Technician, Maintenance III | 24.60 |
| 23260 - Fabric Worker | 16.43 |
| 23290 - Fire Alarm System Mechanic | 18.90 |
| 23310 - Fire Extinguisher Repairer | 15.55 |
| 23340 - Fuel Distribution System Mechanic | 21.50 |
| 23370 - General Maintenance Worker | 15.60 |
| 23400 - Heating, Refrigeration and Air Conditioning Mechanic | 17.24 |
| 23430 - Heavy Equipment Mechanic | 18.54 |
| 23440 - Heavy Equipment Operator | 20.60 |

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| 23460 - Instrument Mechanic | 19.11 |
| 23470 - Laborer | 14.75 |
| 23500 - Locksmith | 18.41 |
| 23530 - Machinery Maintenance Mechanic | 21.00 |
| 23550 - Machinist, Maintenance | 18.41 |
| 23580 - Maintenance Trades Helper | 14.94 |
| 23640 - Millwright | 19.12 |
| 23700 - Office Appliance Repairer | 18.41 |
| 23740 - Painter, Aircraft | 17.26 |
| 23760 - Painter, Maintenance | 18.98 |
| 23790 - Pipefitter, Maintenance | 23.85 |
| 23800 - Plumber, Maintenance | 19.56 |
| 23820 - Pneudraulic Systems Mechanic | 19.11 |
| 23850 - Rigger | 19.11 |
| 23870 - Scale Mechanic | 17.48 |
| 23890 - Sheet-Metal Worker, Maintenance | 20.89 |
| 23910 - Small Engine Mechanic | 17.11 |
| 23930 - Telecommunication Mechanic I | 20.79 |
| 23931 - Telecommunication Mechanic II | 21.54 |
| 23950 - Telephone Lineman | 20.79 |
| 23960 - Welder, Combination, Maintenance | 17.08 |
| 23965 - Well Driller | 16.80 |
| 23970 - Woodcraft Worker | 19.11 |
| 23980 - Woodworker | 14.45 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 10.34 |
| 24580 - Child Care Center Clerk | 9.75 |
| 24600 - Chore Aid | 9.23 |
| 24630 - Homemaker | 11.98 |
| 25000 - Plant and System Operation Occupations | |
| 25010 - Boiler Tender | 22.27 |
| 25040 - Sewage Plant Operator | 18.58 |
| 25070 - Stationary Engineer | 22.27 |
| 25190 - Ventilation Equipment Tender | 16.11 |
| 25210 - Water Treatment Plant Operator | 18.58 |
| 27000 - Protective Service Occupations | |
| (not set) - Police Officer | 22.56 |
| 27004 - Alarm Monitor | 13.53 |
| 27006 - Corrections Officer | 20.06 |
| 27010 - Court Security Officer | 20.55 |
| 27040 - Detention Officer | 20.06 |
| 27070 - Firefighter | 20.55 |
| 27101 - Guard I | 9.16 |
| 27102 - Guard II | 14.84 |
| 28000 - Stevedoring/Longshoremen Occupations | |
| 28010 - Blocker and Bracer | 17.31 |
| 28020 - Hatch Tender | 17.31 |
| 28030 - Line Handler | 17.31 |
| 28040 - Stevedore I | 16.96 |
| 28050 - Stevedore II | 18.31 |
| 29000 - Technical Occupations | |
| 21150 - Graphic Artist | 18.69 |
| 29010 - Air Traffic Control Specialist, Center (2) | 31.82 |
| 29011 - Air Traffic Control Specialist, Station (2) | 21.93 |
| 29012 - Air Traffic Control Specialist, Terminal (2) | 24.16 |

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| 29023 - Archeological Technician I | 14.84 |
| 29024 - Archeological Technician II | 16.62 |
| 29025 - Archeological Technician III | 20.55 |
| 29030 - Cartographic Technician | 24.59 |
| 29035 - Computer Based Training (CBT) Specialist/ Instructor | 26.05 |
| 29040 - Civil Engineering Technician | 20.74 |
| 29061 - Drafter I | 12.82 |
| 29062 - Drafter II | 16.27 |
| 29063 - Drafter III | 19.55 |
| 29064 - Drafter IV | 25.09 |
| 29081 - Engineering Technician I | 16.06 |
| 29082 - Engineering Technician II | 18.06 |
| 29083 - Engineering Technician III | 20.98 |
| 29084 - Engineering Technician IV | 24.00 |
| 29085 - Engineering Technician V | 27.48 |
| 29086 - Engineering Technician VI | 33.22 |
| 29090 - Environmental Technician | 19.17 |
| 29100 - Flight Simulator/Instructor (Pilot) | 30.38 |
| 29160 - Instructor | 23.00 |
| 29210 - Laboratory Technician | 18.37 |
| 29240 - Mathematical Technician | 25.09 |
| 29361 - Paralegal/Legal Assistant I | 15.90 |
| 29362 - Paralegal/Legal Assistant II | 20.69 |
| 29363 - Paralegal/Legal Assistant III | 24.50 |
| 29364 - Paralegal/Legal Assistant IV | 25.22 |
| 29390 - Photooptics Technician | 26.70 |
| 29480 - Technical Writer | 22.21 |
| 29491 - Unexploded Ordnance (UXO) Technician I | 20.22 |
| 29492 - Unexploded Ordnance (UXO) Technician II | 24.46 |
| 29493 - Unexploded Ordnance (UXO) Technician III | 29.32 |
| 29494 - Unexploded (UXO) Safety Escort | 20.22 |
| 29495 - Unexploded (UXO) Sweep Personnel | 20.22 |
| 29620 - Weather Observer, Senior (3) | 21.00 |
| 29621 - Weather Observer, Combined Upper Air and Surface Programs (3) | 20.06 |
| 29622 - Weather Observer, Upper Air (3) | 20.06 |
| 31000 - Transportation/ Mobile Equipment Operation Occupations | |
| 31030 - Bus Driver | 18.40 |
| 31260 - Parking and Lot Attendant | 9.10 |
| 31290 - Shuttle Bus Driver | 14.50 |
| 31300 - Taxi Driver | 9.93 |
| 31361 - Truckdriver, Light Truck | 13.63 |
| 31362 - Truckdriver, Medium Truck | 15.88 |
| 31363 - Truckdriver, Heavy Truck | 17.39 |
| 31364 - Truckdriver, Tractor-Trailer | 17.39 |
| 99000 - Miscellaneous Occupations | |
| 99020 - Animal Caretaker | 10.32 |
| 99030 - Cashier | 7.74 |
| 99041 - Carnival Equipment Operator | 9.78 |
| 99042 - Carnival Equipment Repairer | 10.16 |
| 99043 - Carnival Worker | 8.33 |
| 99050 - Desk Clerk | 7.73 |
| 99095 - Embalmer | 20.22 |
| 99300 - Lifeguard | 10.62 |
| 99310 - Mortician | 23.06 |

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|--|-------|
| 99350 - Park Attendant (Aide) | 13.34 |
| 99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech) | 10.62 |
| 99500 - Recreation Specialist | 12.61 |
| 99510 - Recycling Worker | 16.61 |
| 99610 - Sales Clerk | 10.02 |
| 99620 - School Crossing Guard (Crosswalk Attendant) | 8.78 |
| 99630 - Sport Official | 9.36 |
| 99658 - Survey Party Chief (Chief of Party) | 15.66 |
| 99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.) | 14.23 |
| 99660 - Surveying Aide | 9.33 |
| 99690 - Swimming Pool Operator | 15.10 |
| 99720 - Vending Machine Attendant | 13.41 |
| 99730 - Vending Machine Repairer | 15.10 |
| 99740 - Vending Machine Repairer Helper | 13.41 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.87 an hour or \$114.80 a week or \$497.47 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, 4 weeks after 15 years, and 5 weeks after 25 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

- 1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)
- 2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.
- 3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and

maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

WAGE DETERMINATION DECISION
OF THE SECRETARY OF LABOR

The following wage determination will be used to conform With the requirements of the Service Contract Act of 1965 (29 CFR 4) of the General Provisions:

Decision No. 94-2453 REV (21) dated: 07/22/2005

State: Pennsylvania

Area: Pennsylvania Counties of Bradford, Carbon, Columbia, Lackawanna, Luzerne, Lycoming, Monroe, Pike, Schuylkill, Sullivan, Susquehanna, Tioga, Wayne, Wyoming

WAGE DETERMINATION NO: 94-2453 REV (21) AREA: PA,SCRANTON

REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

William W.Gross Division of
Director Wage Determinations

Wage Determination No.: 1994-2453
Revision No.: 21
Date Of Revision: 07/22/2005

State: Pennsylvania

Area: Pennsylvania Counties of Bradford, Carbon, Columbia, Lackawanna, Luzerne, Lycoming, Monroe, Pike, Schuylkill, Sullivan, Susquehanna, Tioga, Wayne, Wyoming

****Fringe Benefits Required Follow the Occupational Listing****

OCCUPATION CODE - TITLE

MINIMUM WAGE RATE

| | |
|---|-------|
| 01000 - Administrative Support and Clerical Occupations | |
| 01011 - Accounting Clerk I | 9.85 |
| 01012 - Accounting Clerk II | 11.77 |
| 01013 - Accounting Clerk III | 13.52 |
| 01014 - Accounting Clerk IV | 15.18 |
| 01030 - Court Reporter | 13.60 |
| 01050 - Dispatcher, Motor Vehicle | 12.12 |
| 01060 - Document Preparation Clerk | 10.10 |
| 01070 - Messenger (Courier) | 9.02 |
| 01090 - Duplicating Machine Operator | 10.10 |
| 01110 - Film/Tape Librarian | 9.87 |
| 01115 - General Clerk I | 9.12 |
| 01116 - General Clerk II | 10.66 |
| 01117 - General Clerk III | 11.63 |
| 01118 - General Clerk IV | 14.73 |
| 01120 - Housing Referral Assistant | 14.08 |
| 01131 - Key Entry Operator I | 9.79 |
| 01132 - Key Entry Operator II | 11.30 |
| 01191 - Order Clerk I | 11.64 |
| 01192 - Order Clerk II | 14.89 |
| 01261 - Personnel Assistant (Employment) I | 10.57 |
| 01262 - Personnel Assistant (Employment) II | 12.21 |
| 01263 - Personnel Assistant (Employment) III | 13.49 |
| 01264 - Personnel Assistant (Employment) IV | 15.25 |
| 01270 - Production Control Clerk | 17.01 |
| 01290 - Rental Clerk | 9.64 |
| 01300 - Scheduler, Maintenance | 10.26 |
| 01311 - Secretary I | 10.26 |
| 01312 - Secretary II | 11.69 |
| 01313 - Secretary III | 14.08 |
| 01314 - Secretary IV | 15.35 |
| 01315 - Secretary V | 17.04 |

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| 01320 - Service Order Dispatcher | 11.01 |
| 01341 - Stenographer I | 10.38 |
| 01342 - Stenographer II | 12.11 |
| 01400 - Supply Technician | 15.35 |
| 01420 - Survey Worker (Interviewer) | 10.98 |
| 01460 - Switchboard Operator-Receptionist | 9.51 |
| 01510 - Test Examiner | 11.69 |
| 01520 - Test Proctor | 11.69 |
| 01531 - Travel Clerk I | 11.57 |
| 01532 - Travel Clerk II | 12.13 |
| 01533 - Travel Clerk III | 12.94 |
| 01611 - Word Processor I | 9.51 |
| 01612 - Word Processor II | 11.88 |
| 01613 - Word Processor III | 13.29 |
| 03000 - Automatic Data Processing Occupations | |
| 03010 - Computer Data Librarian | 11.89 |
| 03041 - Computer Operator I | 12.38 |
| 03042 - Computer Operator II | 13.92 |
| 03043 - Computer Operator III | 15.84 |
| 03044 - Computer Operator IV | 17.51 |
| 03045 - Computer Operator V | 19.43 |
| 03071 - Computer Programmer I (1) | 14.22 |
| 03072 - Computer Programmer II (1) | 17.26 |
| 03073 - Computer Programmer III (1) | 21.42 |
| 03074 - Computer Programmer IV (1) | 25.65 |
| 03101 - Computer Systems Analyst I (1) | 23.61 |
| 03102 - Computer Systems Analyst II (1) | 27.62 |
| 03103 - Computer Systems Analyst III (1) | 27.62 |
| 03160 - Peripheral Equipment Operator | 12.43 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automotive Body Repairer, Fiberglass | 14.23 |
| 05010 - Automotive Glass Installer | 13.29 |
| 05040 - Automotive Worker | 13.29 |
| 05070 - Electrician, Automotive | 13.81 |
| 05100 - Mobile Equipment Servicer | 12.41 |
| 05130 - Motor Equipment Metal Mechanic | 14.23 |
| 05160 - Motor Equipment Metal Worker | 13.29 |
| 05190 - Motor Vehicle Mechanic | 14.23 |
| 05220 - Motor Vehicle Mechanic Helper | 11.95 |
| 05250 - Motor Vehicle Upholstery Worker | 12.85 |
| 05280 - Motor Vehicle Wrecker | 13.29 |
| 05310 - Painter, Automotive | 13.81 |
| 05340 - Radiator Repair Specialist | 13.30 |
| 05370 - Tire Repairer | 11.99 |
| 05400 - Transmission Repair Specialist | 14.23 |
| 07000 - Food Preparation and Service Occupations | |
| (not set) - Food Service Worker | 8.09 |
| 07010 - Baker | 11.08 |
| 07041 - Cook I | 9.47 |
| 07042 - Cook II | 10.12 |
| 07070 - Dishwasher | 8.09 |
| 07130 - Meat Cutter | 11.65 |
| 07250 - Waiter/Waitress | 8.41 |
| 09000 - Furniture Maintenance and Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 13.95 |

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| 09040 - Furniture Handler | 12.58 |
| 09070 - Furniture Refinisher | 15.19 |
| 09100 - Furniture Refinisher Helper | 13.15 |
| 09110 - Furniture Repairer, Minor | 14.09 |
| 09130 - Upholsterer | 13.81 |
| 11030 - General Services and Support Occupations | |
| 11030 - Cleaner, Vehicles | 8.28 |
| 11060 - Elevator Operator | 8.83 |
| 11090 - Gardener | 10.50 |
| 11121 - House Keeping Aid I | 7.94 |
| 11122 - House Keeping Aid II | 9.02 |
| 11150 - Janitor | 9.18 |
| 11210 - Laborer, Grounds Maintenance | 9.51 |
| 11240 - Maid or Houseman | 7.94 |
| 11270 - Pest Controller | 12.44 |
| 11300 - Refuse Collector | 10.65 |
| 11330 - Tractor Operator | 10.25 |
| 11360 - Window Cleaner | 10.02 |
| 12000 - Health Occupations | |
| 12020 - Dental Assistant | 11.48 |
| 12040 - Emergency Medical Technician (EMT)/Paramedic/ Ambulance Driver | 11.48 |
| 12071 - Licensed Practical Nurse I | 12.20 |
| 12072 - Licensed Practical Nurse II | 13.70 |
| 12073 - Licensed Practical Nurse III | 15.07 |
| 12100 - Medical Assistant | 11.30 |
| 12130 - Medical Laboratory Technician | 14.28 |
| 12160 - Medical Record Clerk | 10.26 |
| 12190 - Medical Record Technician | 14.22 |
| 12221 - Nursing Assistant I | 8.31 |
| 12222 - Nursing Assistant II | 9.34 |
| 12223 - Nursing Assistant III | 10.19 |
| 12224 - Nursing Assistant IV | 11.44 |
| 12250 - Pharmacy Technician | 12.97 |
| 12280 - Phlebotomist | 12.98 |
| 12311 - Registered Nurse I | 17.13 |
| 12312 - Registered Nurse II | 20.94 |
| 12313 - Registered Nurse II, Specialist | 20.94 |
| 12314 - Registered Nurse III | 25.34 |
| 12315 - Registered Nurse III, Anesthetist | 25.34 |
| 12316 - Registered Nurse IV | 30.38 |
| 13000 - Information and Arts Occupations | |
| 13002 - Audiovisual Librarian | 16.24 |
| 13011 - Exhibits Specialist I | 16.19 |
| 13012 - Exhibits Specialist II | 20.68 |
| 13013 - Exhibits Specialist III | 24.78 |
| 13041 - Illustrator I | 14.72 |
| 13042 - Illustrator II | 20.68 |
| 13043 - Illustrator III | 24.78 |
| 13047 - Librarian | 22.26 |
| 13050 - Library Technician | 11.24 |
| 13071 - Photographer I | 12.03 |
| 13072 - Photographer II | 13.89 |
| 13073 - Photographer III | 18.91 |
| 13074 - Photographer IV | 23.39 |

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| 13075 - Photographer V | 28.31 |
| 15000 - Laundry, Dry Cleaning, Pressing and Related Occupations | |
| 15010 - Assembler | 8.42 |
| 15030 - Counter Attendant | 8.42 |
| 15040 - Dry Cleaner | 11.14 |
| 15070 - Finisher, Flatwork, Machine | 8.42 |
| 15090 - Presser, Hand | 8.42 |
| 15100 - Presser, Machine, Drycleaning | 8.42 |
| 15130 - Presser, Machine, Shirts | 8.42 |
| 15160 - Presser, Machine, Wearing Apparel, Laundry | 8.42 |
| 15190 - Sewing Machine Operator | 11.95 |
| 15220 - Tailor | 12.69 |
| 15250 - Washer, Machine | 9.31 |
| 19000 - Machine Tool Operation and Repair Occupations | |
| 19010 - Machine-Tool Operator (Toolroom) | 15.35 |
| 19040 - Tool and Die Maker | 17.26 |
| 21000 - Material Handling and Packing Occupations | |
| 21010 - Fuel Distribution System Operator | 14.00 |
| 21020 - Material Coordinator | 17.50 |
| 21030 - Material Expediter | 17.50 |
| 21040 - Material Handling Laborer | 12.20 |
| 21050 - Order Filler | 10.45 |
| 21071 - Forklift Operator | 13.42 |
| 21080 - Production Line Worker (Food Processing) | 13.42 |
| 21100 - Shipping/Receiving Clerk | 11.99 |
| 21130 - Shipping Packer | 11.99 |
| 21140 - Store Worker I | 12.45 |
| 21150 - Stock Clerk (Shelf Stocker; Store Worker II) | 14.44 |
| 21210 - Tools and Parts Attendant | 14.63 |
| 21400 - Warehouse Specialist | 14.63 |
| 23000 - Mechanics and Maintenance and Repair Occupations | |
| 23010 - Aircraft Mechanic | 17.22 |
| 23040 - Aircraft Mechanic Helper | 14.47 |
| 23050 - Aircraft Quality Control Inspector | 17.74 |
| 23060 - Aircraft Servicer | 15.50 |
| 23070 - Aircraft Worker | 16.02 |
| 23100 - Appliance Mechanic | 15.19 |
| 23120 - Bicycle Repairer | 12.38 |
| 23125 - Cable Splicer | 19.80 |
| 23130 - Carpenter, Maintenance | 16.57 |
| 23140 - Carpet Layer | 14.56 |
| 23160 - Electrician, Maintenance | 20.51 |
| 23181 - Electronics Technician, Maintenance I | 19.18 |
| 23182 - Electronics Technician, Maintenance II | 20.19 |
| 23183 - Electronics Technician, Maintenance III | 22.29 |
| 23260 - Fabric Worker | 13.87 |
| 23290 - Fire Alarm System Mechanic | 17.22 |
| 23310 - Fire Extinguisher Repairer | 14.98 |
| 23340 - Fuel Distribution System Mechanic | 17.22 |
| 23370 - General Maintenance Worker | 14.50 |
| 23400 - Heating, Refrigeration and Air Conditioning Mechanic | 15.17 |
| 23430 - Heavy Equipment Mechanic | 17.02 |
| 23440 - Heavy Equipment Operator | 16.70 |
| 23460 - Instrument Mechanic | 18.02 |
| 23470 - Laborer | 10.75 |

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| 23500 - Locksmith | 15.19 |
| 23530 - Machinery Maintenance Mechanic | 16.89 |
| 23550 - Machinist, Maintenance | 16.38 |
| 23580 - Maintenance Trades Helper | 14.81 |
| 23640 - Millwright | 19.28 |
| 23700 - Office Appliance Repairer | 17.59 |
| 23740 - Painter, Aircraft | 15.53 |
| 23760 - Painter, Maintenance | 16.44 |
| 23790 - Pipefitter, Maintenance | 18.35 |
| 23800 - Plumber, Maintenance | 17.93 |
| 23820 - Pneudraulic Systems Mechanic | 17.22 |
| 23850 - Rigger | 17.22 |
| 23870 - Scale Mechanic | 16.02 |
| 23890 - Sheet-Metal Worker, Maintenance | 20.05 |
| 23910 - Small Engine Mechanic | 15.23 |
| 23930 - Telecommunication Mechanic I | 19.98 |
| 23931 - Telecommunication Mechanic II | 20.56 |
| 23950 - Telephone Lineman | 19.98 |
| 23960 - Welder, Combination, Maintenance | 15.42 |
| 23965 - Well Driller | 15.65 |
| 23970 - Woodcraft Worker | 17.22 |
| 23980 - Woodworker | 12.73 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 8.22 |
| 24580 - Child Care Center Clerk | 10.24 |
| 24600 - Chore Aid | 8.25 |
| 24630 - Homemaker | 12.03 |
| 25000 - Plant and System Operation Occupations | |
| 25010 - Boiler Tender | 18.09 |
| 25040 - Sewage Plant Operator | 16.25 |
| 25070 - Stationary Engineer | 18.09 |
| 25190 - Ventilation Equipment Tender | 14.47 |
| 25210 - Water Treatment Plant Operator | 15.38 |
| 27000 - Protective Service Occupations | |
| (not set) - Police Officer | 20.49 |
| 27004 - Alarm Monitor | 13.19 |
| 27006 - Corrections Officer | 19.32 |
| 27010 - Court Security Officer | 19.32 |
| 27040 - Detention Officer | 19.32 |
| 27070 - Firefighter | 18.96 |
| 27101 - Guard I | 9.05 |
| 27102 - Guard II | 14.19 |
| 28000 - Stevedoring/Longshoremen Occupations | |
| 28010 - Blocker and Bracer | 16.37 |
| 28020 - Hatch Tender | 16.37 |
| 28030 - Line Handler | 16.37 |
| 28040 - Stevedore I | 15.53 |
| 28050 - Stevedore II | 16.70 |
| 29000 - Technical Occupations | |
| 21150 - Graphic Artist | 18.05 |
| 29010 - Air Traffic Control Specialist, Center (2) | 34.10 |
| 29011 - Air Traffic Control Specialist, Station (2) | 23.52 |
| 29012 - Air Traffic Control Specialist, Terminal (2) | 25.90 |
| 29023 - Archeological Technician I | 15.51 |
| 29024 - Archeological Technician II | 16.95 |

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| 29025 - Archeological Technician III | 21.06 |
| 29030 - Cartographic Technician | 21.06 |
| 29035 - Computer Based Training (CBT) Specialist/ Instructor | 23.61 |
| 29040 - Civil Engineering Technician | 17.81 |
| 29061 - Drafter I | 11.25 |
| 29062 - Drafter II | 12.80 |
| 29063 - Drafter III | 17.01 |
| 29064 - Drafter IV | 21.06 |
| 29081 - Engineering Technician I | 12.95 |
| 29082 - Engineering Technician II | 14.71 |
| 29083 - Engineering Technician III | 18.06 |
| 29084 - Engineering Technician IV | 22.37 |
| 29085 - Engineering Technician V | 26.44 |
| 29086 - Engineering Technician VI | 33.34 |
| 29090 - Environmental Technician | 20.47 |
| 29100 - Flight Simulator/Instructor (Pilot) | 27.62 |
| 29160 - Instructor | 21.48 |
| 29210 - Laboratory Technician | 16.23 |
| 29240 - Mathematical Technician | 21.06 |
| 29361 - Paralegal/Legal Assistant I | 15.28 |
| 29362 - Paralegal/Legal Assistant II | 17.98 |
| 29363 - Paralegal/Legal Assistant III | 21.92 |
| 29364 - Paralegal/Legal Assistant IV | 26.60 |
| 29390 - Photooptics Technician | 21.06 |
| 29480 - Technical Writer | 23.64 |
| 29491 - Unexploded Ordnance (UXO) Technician I | 21.68 |
| 29492 - Unexploded Ordnance (UXO) Technician II | 26.23 |
| 29493 - Unexploded Ordnance (UXO) Technician III | 31.43 |
| 29494 - Unexploded (UXO) Safety Escort | 21.68 |
| 29495 - Unexploded (UXO) Sweep Personnel | 21.68 |
| 29620 - Weather Observer, Senior (3) | 17.72 |
| 29621 - Weather Observer, Combined Upper Air and Surface Programs (3) | 15.95 |
| 29622 - Weather Observer, Upper Air (3) | 15.95 |
| 31000 - Transportation/ Mobile Equipment Operation Occupations | |
| 31030 - Bus Driver | 13.38 |
| 31260 - Parking and Lot Attendant | 9.59 |
| 31290 - Shuttle Bus Driver | 12.82 |
| 31300 - Taxi Driver | 9.59 |
| 31361 - Truckdriver, Light Truck | 12.82 |
| 31362 - Truckdriver, Medium Truck | 13.81 |
| 31363 - Truckdriver, Heavy Truck | 17.97 |
| 31364 - Truckdriver, Tractor-Trailer | 17.97 |
| 99000 - Miscellaneous Occupations | |
| 99020 - Animal Caretaker | 8.96 |
| 99030 - Cashier | 7.19 |
| 99041 - Carnival Equipment Operator | 9.07 |
| 99042 - Carnival Equipment Repairer | 9.47 |
| 99043 - Carnival Worker | 8.09 |
| 99050 - Desk Clerk | 8.59 |
| 99095 - Embalmer | 21.68 |
| 99300 - Lifeguard | 11.21 |
| 99310 - Mortician | 20.08 |
| 99350 - Park Attendant (Aide) | 14.07 |
| 99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech) | 8.67 |

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| 99500 - Recreation Specialist | 11.36 |
| 99510 - Recycling Worker | 13.16 |
| 99610 - Sales Clerk | 9.46 |
| 99620 - School Crossing Guard (Crosswalk Attendant) | 8.09 |
| 99630 - Sport Official | 9.75 |
| 99658 - Survey Party Chief (Chief of Party) | 15.36 |
| 99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.) | 13.96 |
| 99660 - Surveying Aide | 10.26 |
| 99690 - Swimming Pool Operator | 13.46 |
| 99720 - Vending Machine Attendant | 12.08 |
| 99730 - Vending Machine Repairer | 13.18 |
| 99740 - Vending Machine Repairer Helper | 12.08 |

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- 2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.
- 3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ****

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation) and computes a proposed rate).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title), a Federal grade equivalency (FGE) for each proposed classification), job description), and rationale for proposed wage rate), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

WAGE DETERMINATION DECISION
OF THE SECRETARY OF LABOR

The following wage determination will be used to conform with the requirements of the Service Contract Act of 1965 (29 CFR 4) of the General Provisions:

Decision No. 94-2455 REV (23) dated: 06/01/2005

State: Pennsylvania

Area: Pennsylvania Counties of Adams, York

WAGE DETERMINATION NO: 94-2455 REV (23) AREA: PA,YORK

REGISTER OF WAGE DETERMINATIONS UNDER
 THE SERVICE CONTRACT ACT
 By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
 EMPLOYMENT STANDARDS ADMINISTRATION
 WAGE AND HOUR DIVISION
 WASHINGTON D.C. 20210

William W.Gross Division of
 Director Wage Determinations

Wage Determination No.: 1994-2455
 Revision No.: 23
 Date Of Revision: 06/01/2005

State: Pennsylvania

Area: Pennsylvania Counties of Adams, York

****Fringe Benefits Required Follow the Occupational Listing****

OCCUPATION CODE - TITLE

MINIMUM WAGE RATE

| | |
|---|-------|
| 01000 - Administrative Support and Clerical Occupations | |
| 01011 - Accounting Clerk I | 10.21 |
| 01012 - Accounting Clerk II | 11.56 |
| 01013 - Accounting Clerk III | 13.66 |
| 01014 - Accounting Clerk IV | 14.85 |
| 01030 - Court Reporter | 14.47 |
| 01050 - Dispatcher, Motor Vehicle | 14.47 |
| 01060 - Document Preparation Clerk | 11.26 |
| 01070 - Messenger (Courier) | 10.09 |
| 01090 - Duplicating Machine Operator | 11.26 |
| 01110 - Film/Tape Librarian | 12.28 |
| 01115 - General Clerk I | 8.29 |
| 01116 - General Clerk II | 9.42 |
| 01117 - General Clerk III | 12.41 |
| 01118 - General Clerk IV | 13.93 |
| 01120 - Housing Referral Assistant | 17.70 |
| 01131 - Key Entry Operator I | 10.27 |
| 01132 - Key Entry Operator II | 11.64 |
| 01191 - Order Clerk I | 10.09 |
| 01192 - Order Clerk II | 14.84 |
| 01261 - Personnel Assistant (Employment) I | 12.00 |
| 01262 - Personnel Assistant (Employment) II | 13.14 |
| 01263 - Personnel Assistant (Employment) III | 14.74 |
| 01264 - Personnel Assistant (Employment) IV | 16.46 |
| 01270 - Production Control Clerk | 15.97 |
| 01290 - Rental Clerk | 12.28 |
| 01300 - Scheduler, Maintenance | 14.66 |
| 01311 - Secretary I | 14.66 |
| 01312 - Secretary II | 16.16 |
| 01313 - Secretary III | 17.70 |
| 01314 - Secretary IV | 19.67 |
| 01315 - Secretary V | 20.36 |
| 01320 - Service Order Dispatcher | 12.91 |

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| 01341 - Stenographer I | 10.94 |
| 01342 - Stenographer II | 12.28 |
| 01400 - Supply Technician | 19.67 |
| 01420 - Survey Worker (Interviewer) | 14.47 |
| 01460 - Switchboard Operator-Receptionist | 11.26 |
| 01510 - Test Examiner | 16.16 |
| 01520 - Test Proctor | 16.16 |
| 01531 - Travel Clerk I | 9.94 |
| 01532 - Travel Clerk II | 10.66 |
| 01533 - Travel Clerk III | 11.43 |
| 01611 - Word Processor I | 11.54 |
| 01612 - Word Processor II | 12.73 |
| 01613 - Word Processor III | 15.85 |
| 03000 - Automatic Data Processing Occupations | |
| 03010 - Computer Data Librarian | 12.19 |
| 03041 - Computer Operator I | 13.47 |
| 03042 - Computer Operator II | 15.06 |
| 03043 - Computer Operator III | 19.14 |
| 03044 - Computer Operator IV | 20.44 |
| 03045 - Computer Operator V | 23.67 |
| 03071 - Computer Programmer I (1) | 19.54 |
| 03072 - Computer Programmer II (1) | 24.21 |
| 03073 - Computer Programmer III (1) | 26.22 |
| 03074 - Computer Programmer IV (1) | 27.33 |
| 03101 - Computer Systems Analyst I (1) | 24.07 |
| 03102 - Computer Systems Analyst II (1) | 26.98 |
| 03103 - Computer Systems Analyst III (1) | 27.62 |
| 03160 - Peripheral Equipment Operator | 13.73 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automotive Body Repairer, Fiberglass | 16.26 |
| 05010 - Automotive Glass Installer | 15.06 |
| 05040 - Automotive Worker | 15.06 |
| 05070 - Electrician, Automotive | 15.70 |
| 05100 - Mobile Equipment Servicer | 13.76 |
| 05130 - Motor Equipment Metal Mechanic | 16.70 |
| 05160 - Motor Equipment Metal Worker | 15.06 |
| 05190 - Motor Vehicle Mechanic | 16.26 |
| 05220 - Motor Vehicle Mechanic Helper | 14.41 |
| 05250 - Motor Vehicle Upholstery Worker | 14.41 |
| 05280 - Motor Vehicle Wrecker | 15.06 |
| 05310 - Painter, Automotive | 15.70 |
| 05340 - Radiator Repair Specialist | 15.06 |
| 05370 - Tire Repairer | 13.29 |
| 05400 - Transmission Repair Specialist | 16.26 |
| 07000 - Food Preparation and Service Occupations | |
| (not set) - Food Service Worker | 8.80 |
| 07010 - Baker | 11.41 |
| 07041 - Cook I | 8.64 |
| 07042 - Cook II | 10.16 |
| 07070 - Dishwasher | 8.80 |
| 07130 - Meat Cutter | 13.20 |
| 07250 - Waiter/Waitress | 9.47 |
| 09000 - Furniture Maintenance and Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 15.70 |
| 09040 - Furniture Handler | 12.23 |

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| 09070 - Furniture Refinisher | 15.70 |
| 09100 - Furniture Refinisher Helper | 13.10 |
| 09110 - Furniture Repairer, Minor | 14.41 |
| 09130 - Upholsterer | 15.70 |
| 11030 - General Services and Support Occupations | |
| 11030 - Cleaner, Vehicles | 9.67 |
| 11060 - Elevator Operator | 9.67 |
| 11090 - Gardener | 11.82 |
| 11121 - House Keeping Aid I | 8.80 |
| 11122 - House Keeping Aid II | 9.96 |
| 11150 - Janitor | 10.18 |
| 11210 - Laborer, Grounds Maintenance | 9.91 |
| 11240 - Maid or Houseman | 8.80 |
| 11270 - Pest Controller | 13.12 |
| 11300 - Refuse Collector | 10.69 |
| 11330 - Tractor Operator | 10.85 |
| 11360 - Window Cleaner | 10.80 |
| 12000 - Health Occupations | |
| 12020 - Dental Assistant | 11.55 |
| 12040 - Emergency Medical Technician (EMT)/Paramedic/ Ambulance Driver | 11.84 |
| 12071 - Licensed Practical Nurse I | 13.02 |
| 12072 - Licensed Practical Nurse II | 14.62 |
| 12073 - Licensed Practical Nurse III | 16.36 |
| 12100 - Medical Assistant | 11.36 |
| 12130 - Medical Laboratory Technician | 15.13 |
| 12160 - Medical Record Clerk | 9.77 |
| 12190 - Medical Record Technician | 13.54 |
| 12221 - Nursing Assistant I | 9.31 |
| 12222 - Nursing Assistant II | 10.46 |
| 12223 - Nursing Assistant III | 11.42 |
| 12224 - Nursing Assistant IV | 12.81 |
| 12250 - Pharmacy Technician | 13.41 |
| 12280 - Phlebotomist | 12.81 |
| 12311 - Registered Nurse I | 19.75 |
| 12312 - Registered Nurse II | 24.18 |
| 12313 - Registered Nurse II, Specialist | 24.18 |
| 12314 - Registered Nurse III | 29.25 |
| 12315 - Registered Nurse III, Anesthetist | 29.25 |
| 12316 - Registered Nurse IV | 35.03 |
| 13000 - Information and Arts Occupations | |
| 13002 - Audiovisual Librarian | 19.03 |
| 13011 - Exhibits Specialist I | 16.51 |
| 13012 - Exhibits Specialist II | 20.44 |
| 13013 - Exhibits Specialist III | 25.01 |
| 13041 - Illustrator I | 16.51 |
| 13042 - Illustrator II | 20.44 |
| 13043 - Illustrator III | 25.01 |
| 13047 - Librarian | 22.64 |
| 13050 - Library Technician | 12.87 |
| 13071 - Photographer I | 13.99 |
| 13072 - Photographer II | 15.31 |
| 13073 - Photographer III | 15.88 |
| 13074 - Photographer IV | 23.72 |
| 13075 - Photographer V | 28.71 |

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| 15000 - Laundry, Dry Cleaning, Pressing and Related Occupations | |
| 15010 - Assembler | 7.77 |
| 15030 - Counter Attendant | 7.77 |
| 15040 - Dry Cleaner | 9.98 |
| 15070 - Finisher, Flatwork, Machine | 7.77 |
| 15090 - Presser, Hand | 7.77 |
| 15100 - Presser, Machine, Drycleaning | 7.77 |
| 15130 - Presser, Machine, Shirts | 7.77 |
| 15160 - Presser, Machine, Wearing Apparel, Laundry | 7.77 |
| 15190 - Sewing Machine Operator | 10.63 |
| 15220 - Tailor | 11.23 |
| 15250 - Washer, Machine | 8.49 |
| 19000 - Machine Tool Operation and Repair Occupations | |
| 19010 - Machine-Tool Operator (Toolroom) | 16.49 |
| 19040 - Tool and Die Maker | 18.84 |
| 21000 - Material Handling and Packing Occupations | |
| 21010 - Fuel Distribution System Operator | 16.81 |
| 21020 - Material Coordinator | 17.10 |
| 21030 - Material Expediter | 17.10 |
| 21040 - Material Handling Laborer | 12.80 |
| 21050 - Order Filler | 13.41 |
| 21071 - Forklift Operator | 14.18 |
| 21080 - Production Line Worker (Food Processing) | 14.18 |
| 21100 - Shipping/Receiving Clerk | 13.25 |
| 21130 - Shipping Packer | 13.25 |
| 21140 - Store Worker I | 11.23 |
| 21150 - Stock Clerk (Shelf Stocker; Store Worker II) | 14.05 |
| 21210 - Tools and Parts Attendant | 14.18 |
| 21400 - Warehouse Specialist | 14.18 |
| 23000 - Mechanics and Maintenance and Repair Occupations | |
| 23010 - Aircraft Mechanic | 19.67 |
| 23040 - Aircraft Mechanic Helper | 14.78 |
| 23050 - Aircraft Quality Control Inspector | 20.42 |
| 23060 - Aircraft Servicer | 16.72 |
| 23070 - Aircraft Worker | 13.40 |
| 23100 - Appliance Mechanic | 15.70 |
| 23120 - Bicycle Repairer | 13.29 |
| 23125 - Cable Splicer | 26.44 |
| 23130 - Carpenter, Maintenance | 16.30 |
| 23140 - Carpet Layer | 12.73 |
| 23160 - Electrician, Maintenance | 20.87 |
| 23181 - Electronics Technician, Maintenance I | 19.68 |
| 23182 - Electronics Technician, Maintenance II | 20.51 |
| 23183 - Electronics Technician, Maintenance III | 21.24 |
| 23260 - Fabric Worker | 16.16 |
| 23290 - Fire Alarm System Mechanic | 19.63 |
| 23310 - Fire Extinguisher Repairer | 15.89 |
| 23340 - Fuel Distribution System Mechanic | 19.63 |
| 23370 - General Maintenance Worker | 15.76 |
| 23400 - Heating, Refrigeration and Air Conditioning Mechanic | 18.59 |
| 23430 - Heavy Equipment Mechanic | 18.99 |
| 23440 - Heavy Equipment Operator | 18.28 |
| 23460 - Instrument Mechanic | 19.63 |
| 23470 - Laborer | 11.63 |
| 23500 - Locksmith | 15.70 |

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| 23530 - Machinery Maintenance Mechanic | 18.10 |
| 23550 - Machinist, Maintenance | 17.09 |
| 23580 - Maintenance Trades Helper | 15.59 |
| 23640 - Millwright | 20.49 |
| 23700 - Office Appliance Repairer | 18.70 |
| 23740 - Painter, Aircraft | 17.27 |
| 23760 - Painter, Maintenance | 15.70 |
| 23790 - Pipefitter, Maintenance | 18.91 |
| 23800 - Plumber, Maintenance | 17.39 |
| 23820 - Pneudraulic Systems Mechanic | 19.63 |
| 23850 - Rigger | 19.63 |
| 23870 - Scale Mechanic | 17.76 |
| 23890 - Sheet-Metal Worker, Maintenance | 16.68 |
| 23910 - Small Engine Mechanic | 15.06 |
| 23930 - Telecommunication Mechanic I | 20.09 |
| 23931 - Telecommunication Mechanic II | 20.79 |
| 23950 - Telephone Lineman | 20.09 |
| 23960 - Welder, Combination, Maintenance | 18.35 |
| 23965 - Well Driller | 19.63 |
| 23970 - Woodcraft Worker | 19.63 |
| 23980 - Woodworker | 15.26 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 10.07 |
| 24580 - Child Care Center Clerk | 12.55 |
| 24600 - Chore Aid | 9.13 |
| 24630 - Homemaker | 13.96 |
| 25000 - Plant and System Operation Occupations | |
| 25010 - Boiler Tender | 17.88 |
| 25040 - Sewage Plant Operator | 17.26 |
| 25070 - Stationary Engineer | 17.88 |
| 25190 - Ventilation Equipment Tender | 13.61 |
| 25210 - Water Treatment Plant Operator | 17.02 |
| 27000 - Protective Service Occupations | |
| (not set) - Police Officer | 22.77 |
| 27004 - Alarm Monitor | 10.41 |
| 27006 - Corrections Officer | 21.35 |
| 27010 - Court Security Officer | 21.35 |
| 27040 - Detention Officer | 21.35 |
| 27070 - Firefighter | 19.96 |
| 27101 - Guard I | 9.31 |
| 27102 - Guard II | 10.41 |
| 28000 - Stevedoring/Longshoremen Occupations | |
| 28010 - Blocker and Bracer | 16.69 |
| 28020 - Hatch Tender | 16.69 |
| 28030 - Line Handler | 16.69 |
| 28040 - Stevedore I | 15.82 |
| 28050 - Stevedore II | 17.22 |
| 29000 - Technical Occupations | |
| 21150 - Graphic Artist | 18.22 |
| 29010 - Air Traffic Control Specialist, Center (2) | 31.49 |
| 29011 - Air Traffic Control Specialist, Station (2) | 21.71 |
| 29012 - Air Traffic Control Specialist, Terminal (2) | 23.92 |
| 29023 - Archeological Technician I | 13.66 |
| 29024 - Archeological Technician II | 15.29 |
| 29025 - Archeological Technician III | 18.95 |

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| 29030 - Cartographic Technician | 20.58 |
| 29035 - Computer Based Training (CBT) Specialist/ Instructor | 24.07 |
| 29040 - Civil Engineering Technician | 20.58 |
| 29061 - Drafter I | 14.87 |
| 29062 - Drafter II | 16.69 |
| 29063 - Drafter III | 18.66 |
| 29064 - Drafter IV | 20.58 |
| 29081 - Engineering Technician I | 14.67 |
| 29082 - Engineering Technician II | 16.47 |
| 29083 - Engineering Technician III | 16.69 |
| 29084 - Engineering Technician IV | 20.67 |
| 29085 - Engineering Technician V | 27.91 |
| 29086 - Engineering Technician VI | 33.79 |
| 29090 - Environmental Technician | 20.58 |
| 29100 - Flight Simulator/Instructor (Pilot) | 26.98 |
| 29160 - Instructor | 20.70 |
| 29210 - Laboratory Technician | 16.19 |
| 29240 - Mathematical Technician | 20.58 |
| 29361 - Paralegal/Legal Assistant I | 16.52 |
| 29362 - Paralegal/Legal Assistant II | 20.09 |
| 29363 - Paralegal/Legal Assistant III | 25.00 |
| 29364 - Paralegal/Legal Assistant IV | 29.77 |
| 29390 - Photooptics Technician | 19.22 |
| 29480 - Technical Writer | 21.60 |
| 29491 - Unexploded Ordnance (UXO) Technician I | 20.02 |
| 29492 - Unexploded Ordnance (UXO) Technician II | 24.02 |
| 29493 - Unexploded Ordnance (UXO) Technician III | 29.03 |
| 29494 - Unexploded (UXO) Safety Escort | 20.02 |
| 29495 - Unexploded (UXO) Sweep Personnel | 20.02 |
| 29620 - Weather Observer, Senior (3) | 20.79 |
| 29621 - Weather Observer, Combined Upper Air and Surface Programs (3) | 18.71 |
| 29622 - Weather Observer, Upper Air (3) | 18.71 |
| 31000 - Transportation/ Mobile Equipment Operation Occupations | |
| 31030 - Bus Driver | 12.91 |
| 31260 - Parking and Lot Attendant | 9.03 |
| 31290 - Shuttle Bus Driver | 12.42 |
| 31300 - Taxi Driver | 11.04 |
| 31361 - Truckdriver, Light Truck | 12.42 |
| 31362 - Truckdriver, Medium Truck | 13.18 |
| 31363 - Truckdriver, Heavy Truck | 17.51 |
| 31364 - Truckdriver, Tractor-Trailer | 17.51 |
| 99000 - Miscellaneous Occupations | |
| 99020 - Animal Caretaker | 11.14 |
| 99030 - Cashier | 8.23 |
| 99041 - Carnival Equipment Operator | 10.81 |
| 99042 - Carnival Equipment Repairer | 11.34 |
| 99043 - Carnival Worker | 8.79 |
| 99050 - Desk Clerk | 11.08 |
| 99095 - Embalmer | 20.02 |
| 99300 - Lifeguard | 10.52 |
| 99310 - Mortician | 22.37 |
| 99350 - Park Attendant (Aide) | 13.21 |
| 99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech) | 8.97 |
| 99500 - Recreation Specialist | 13.96 |

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| 99510 - Recycling Worker | 13.13 |
| 99610 - Sales Clerk | 9.88 |
| 99620 - School Crossing Guard (Crosswalk Attendant) | 9.16 |
| 99630 - Sport Official | 10.52 |
| 99658 - Survey Party Chief (Chief of Party) | 17.63 |
| 99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.) | 15.73 |
| 99660 - Surveying Aide | 11.48 |
| 99690 - Swimming Pool Operator | 15.03 |
| 99720 - Vending Machine Attendant | 13.08 |
| 99730 - Vending Machine Repairer | 15.03 |
| 99740 - Vending Machine Repairer Helper | 13.08 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.87 an hour or \$114.80 a week or \$497.47 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; and 3 weeks after 10 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

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**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ****

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage

determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation) and computes a proposed rate).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title), a Federal grade equivalency (FGE) for each proposed classification), job description), and rationale for proposed wage rate), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

WAGE DETERMINATION NO: 94-2455 REV (22) AREA: PA,YORK
 REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
 FOR OFFICIAL USE ONLY BY FEDERAL AGENCIES PARTICIPATING IN MOU WITH DOL

WASHINGTON D.C. 20210

William W.Gross Division of
 Director Wage Determinations

Wage Determination No.: 1994-2455
 Revision No.: 22
 Date Of Last Revision: 07/09/2004

State: Pennsylvania
 Area: Pennsylvania Counties of Adams, York

Fringe Benefits Required Follow the Occupational Listing

| OCCUPATION CODE - TITLE | MINIMUM WAGE RATE |
|---|-------------------|
| 01000 - Administrative Support and Clerical Occupations | |
| 01011 - Accounting Clerk I | 9.91 |
| 01012 - Accounting Clerk II | 11.56 |
| 01013 - Accounting Clerk III | 13.66 |
| 01014 - Accounting Clerk IV | 14.85 |
| 01030 - Court Reporter | 14.35 |
| 01050 - Dispatcher, Motor Vehicle | 14.43 |
| 01060 - Document Preparation Clerk | 10.24 |
| 01070 - Messenger (Courier) | 10.09 |
| 01090 - Duplicating Machine Operator | 10.24 |
| 01110 - Film/Tape Librarian | 11.36 |
| 01115 - General Clerk I | 8.29 |
| 01116 - General Clerk II | 9.42 |
| 01117 - General Clerk III | 12.41 |
| 01118 - General Clerk IV | 13.93 |
| 01120 - Housing Referral Assistant | 16.76 |
| 01131 - Key Entry Operator I | 10.27 |
| 01132 - Key Entry Operator II | 10.58 |
| 01191 - Order Clerk I | 10.09 |
| 01192 - Order Clerk II | 14.84 |
| 01261 - Personnel Assistant (Employment) I | 11.70 |
| 01262 - Personnel Assistant (Employment) II | 13.14 |
| 01263 - Personnel Assistant (Employment) III | 14.74 |
| 01264 - Personnel Assistant (Employment) IV | 16.46 |
| 01270 - Production Control Clerk | 15.97 |
| 01290 - Rental Clerk | 11.48 |
| 01300 - Scheduler, Maintenance | 13.88 |
| 01311 - Secretary I | 13.88 |
| 01312 - Secretary II | 15.30 |
| 01313 - Secretary III | 16.76 |
| 01314 - Secretary IV | 18.62 |
| 01315 - Secretary V | 19.28 |
| 01320 - Service Order Dispatcher | 12.91 |
| 01341 - Stenographer I | 10.63 |
| 01342 - Stenographer II | 11.93 |
| 01400 - Supply Technician | 18.62 |
| 01420 - Survey Worker (Interviewer) | 14.35 |
| 01460 - Switchboard Operator-Receptionist | 10.24 |
| 01510 - Test Examiner | 15.30 |

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| 01520 - Test Proctor | 15.30 |
| 01531 - Travel Clerk I | 9.60 |
| 01532 - Travel Clerk II | 10.23 |
| 01533 - Travel Clerk III | 10.77 |
| 01611 - Word Processor I | 11.54 |
| 01612 - Word Processor II | 12.73 |
| 01613 - Word Processor III | 15.85 |
| 03000 - Automatic Data Processing Occupations | |
| 03010 - Computer Data Librarian | 11.08 |
| 03041 - Computer Operator I | 13.47 |
| 03042 - Computer Operator II | 15.06 |
| 03043 - Computer Operator III | 19.14 |
| 03044 - Computer Operator IV | 20.44 |
| 03045 - Computer Operator V | 23.67 |
| 03071 - Computer Programmer I (1) | 18.71 |
| 03072 - Computer Programmer II (1) | 23.18 |
| 03073 - Computer Programmer III (1) | 25.11 |
| 03074 - Computer Programmer IV (1) | 26.17 |
| 03101 - Computer Systems Analyst I (1) | 24.07 |
| 03102 - Computer Systems Analyst II (1) | 26.98 |
| 03103 - Computer Systems Analyst III (1) | 27.62 |
| 03160 - Peripheral Equipment Operator | 13.73 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automotive Body Repairer, Fiberglass | 16.26 |
| 05010 - Automotive Glass Installer | 15.06 |
| 05040 - Automotive Worker | 15.06 |
| 05070 - Electrician, Automotive | 15.70 |
| 05100 - Mobile Equipment Servicer | 13.76 |
| 05130 - Motor Equipment Metal Mechanic | 16.70 |
| 05160 - Motor Equipment Metal Worker | 15.06 |
| 05190 - Motor Vehicle Mechanic | 16.26 |
| 05220 - Motor Vehicle Mechanic Helper | 14.41 |
| 05250 - Motor Vehicle Upholstery Worker | 14.41 |
| 05280 - Motor Vehicle Wrecker | 15.06 |
| 05310 - Painter, Automotive | 15.70 |
| 05340 - Radiator Repair Specialist | 15.06 |
| 05370 - Tire Repairer | 13.29 |
| 05400 - Transmission Repair Specialist | 16.26 |
| 07000 - Food Preparation and Service Occupations | |
| (not set) - Food Service Worker | 8.80 |
| 07010 - Baker | 11.41 |
| 07041 - Cook I | 8.64 |
| 07042 - Cook II | 10.16 |
| 07070 - Dishwasher | 8.80 |
| 07130 - Meat Cutter | 13.14 |
| 07250 - Waiter/Waitress | 9.47 |
| 09000 - Furniture Maintenance and Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 15.70 |
| 09040 - Furniture Handler | 12.23 |
| 09070 - Furniture Refinisher | 15.70 |
| 09100 - Furniture Refinisher Helper | 13.10 |
| 09110 - Furniture Repairer, Minor | 14.41 |
| 09130 - Upholsterer | 15.70 |
| 11030 - General Services and Support Occupations | |
| 11030 - Cleaner, Vehicles | 9.67 |

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|---|-------|
| 11060 - Elevator Operator | 9.67 |
| 11090 - Gardener | 11.82 |
| 11121 - House Keeping Aid I | 8.80 |
| 11122 - House Keeping Aid II | 9.96 |
| 11150 - Janitor | 10.18 |
| 11210 - Laborer, Grounds Maintenance | 9.91 |
| 11240 - Maid or Houseman | 8.80 |
| 11270 - Pest Controller | 13.12 |
| 11300 - Refuse Collector | 9.72 |
| 11330 - Tractor Operator | 10.85 |
| 11360 - Window Cleaner | 10.80 |
| 12000 - Health Occupations | |
| 12020 - Dental Assistant | 11.39 |
| 12040 - Emergency Medical Technician (EMT)/Paramedic/ Ambulance Driver | 11.84 |
| 12071 - Licensed Practical Nurse I | 11.84 |
| 12072 - Licensed Practical Nurse II | 13.29 |
| 12073 - Licensed Practical Nurse III | 14.87 |
| 12100 - Medical Assistant | 11.36 |
| 12130 - Medical Laboratory Technician | 14.75 |
| 12160 - Medical Record Clerk | 9.77 |
| 12190 - Medical Record Technician | 13.54 |
| 12221 - Nursing Assistant I | 9.31 |
| 12222 - Nursing Assistant II | 10.46 |
| 12223 - Nursing Assistant III | 11.42 |
| 12224 - Nursing Assistant IV | 12.81 |
| 12250 - Pharmacy Technician | 12.19 |
| 12280 - Phlebotomist | 12.81 |
| 12311 - Registered Nurse I | 19.15 |
| 12312 - Registered Nurse II | 23.45 |
| 12313 - Registered Nurse II, Specialist | 23.45 |
| 12314 - Registered Nurse III | 28.37 |
| 12315 - Registered Nurse III, Anesthetist | 28.37 |
| 12316 - Registered Nurse IV | 33.97 |
| 13000 - Information and Arts Occupations | |
| 13002 - Audiovisual Librarian | 17.30 |
| 13011 - Exhibits Specialist I | 16.49 |
| 13012 - Exhibits Specialist II | 19.22 |
| 13013 - Exhibits Specialist III | 24.99 |
| 13041 - Illustrator I | 16.49 |
| 13042 - Illustrator II | 19.22 |
| 13043 - Illustrator III | 24.99 |
| 13047 - Librarian | 22.64 |
| 13050 - Library Technician | 12.87 |
| 13071 - Photographer I | 12.72 |
| 13072 - Photographer II | 13.92 |
| 13073 - Photographer III | 14.44 |
| 13074 - Photographer IV | 21.56 |
| 13075 - Photographer V | 26.10 |
| 15000 - Laundry, Dry Cleaning, Pressing and Related Occupations | |
| 15010 - Assembler | 7.45 |
| 15030 - Counter Attendant | 7.45 |
| 15040 - Dry Cleaner | 9.60 |
| 15070 - Finisher, Flatwork, Machine | 7.45 |
| 15090 - Presser, Hand | 7.45 |

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|---|-------|
| 15100 - Presser, Machine, Drycleaning | 7.45 |
| 15130 - Presser, Machine, Shirts | 7.45 |
| 15160 - Presser, Machine, Wearing Apparel, Laundry | 7.45 |
| 15190 - Sewing Machine Operator | 10.23 |
| 15220 - Tailor | 10.77 |
| 15250 - Washer, Machine | 8.14 |
| 19000 - Machine Tool Operation and Repair Occupations | |
| 19010 - Machine-Tool Operator (Toolroom) | 16.49 |
| 19040 - Tool and Die Maker | 18.84 |
| 21000 - Material Handling and Packing Occupations | |
| 21010 - Fuel Distribution System Operator | 15.96 |
| 21020 - Material Coordinator | 15.97 |
| 21030 - Material Expediter | 15.97 |
| 21040 - Material Handling Laborer | 12.80 |
| 21050 - Order Filler | 13.41 |
| 21071 - Forklift Operator | 13.83 |
| 21080 - Production Line Worker (Food Processing) | 13.83 |
| 21100 - Shipping/Receiving Clerk | 13.25 |
| 21130 - Shipping Packer | 13.25 |
| 21140 - Store Worker I | 10.87 |
| 21150 - Stock Clerk (Shelf Stocker; Store Worker II) | 13.60 |
| 21210 - Tools and Parts Attendant | 13.83 |
| 21400 - Warehouse Specialist | 13.83 |
| 23000 - Mechanics and Maintenance and Repair Occupations | |
| 23010 - Aircraft Mechanic | 19.67 |
| 23040 - Aircraft Mechanic Helper | 14.78 |
| 23050 - Aircraft Quality Control Inspector | 20.42 |
| 23060 - Aircraft Servicer | 16.72 |
| 23070 - Aircraft Worker | 13.40 |
| 23100 - Appliance Mechanic | 15.70 |
| 23120 - Bicycle Repairer | 13.29 |
| 23125 - Cable Splicer | 24.89 |
| 23130 - Carpenter, Maintenance | 16.30 |
| 23140 - Carpet Layer | 12.73 |
| 23160 - Electrician, Maintenance | 18.97 |
| 23181 - Electronics Technician, Maintenance I | 19.68 |
| 23182 - Electronics Technician, Maintenance II | 20.51 |
| 23183 - Electronics Technician, Maintenance III | 21.24 |
| 23260 - Fabric Worker | 16.16 |
| 23290 - Fire Alarm System Mechanic | 18.86 |
| 23310 - Fire Extinguisher Repairer | 15.26 |
| 23340 - Fuel Distribution System Mechanic | 18.86 |
| 23370 - General Maintenance Worker | 15.25 |
| 23400 - Heating, Refrigeration and Air Conditioning Mechanic | 18.59 |
| 23430 - Heavy Equipment Mechanic | 18.81 |
| 23440 - Heavy Equipment Operator | 16.62 |
| 23460 - Instrument Mechanic | 18.86 |
| 23470 - Laborer | 11.25 |
| 23500 - Locksmith | 15.70 |
| 23530 - Machinery Maintenance Mechanic | 18.10 |
| 23550 - Machinist, Maintenance | 17.09 |
| 23580 - Maintenance Trades Helper | 15.59 |
| 23640 - Millwright | 20.49 |
| 23700 - Office Appliance Repairer | 17.95 |

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| 23740 - Painter, Aircraft | 17.27 |
| 23760 - Painter, Maintenance | 15.70 |
| 23790 - Pipefitter, Maintenance | 18.76 |
| 23800 - Plumber, Maintenance | 17.25 |
| 23820 - Pneudraulic Systems Mechanic | 18.86 |
| 23850 - Rigger | 18.86 |
| 23870 - Scale Mechanic | 17.05 |
| 23890 - Sheet-Metal Worker, Maintenance | 16.68 |
| 23910 - Small Engine Mechanic | 15.06 |
| 23930 - Telecommunication Mechanic I | 18.26 |
| 23931 - Telecommunication Mechanic II | 18.90 |
| 23950 - Telephone Lineman | 18.26 |
| 23960 - Welder, Combination, Maintenance | 18.35 |
| 23965 - Well Driller | 18.86 |
| 23970 - Woodcraft Worker | 18.86 |
| 23980 - Woodworker | 15.26 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 10.07 |
| 24580 - Child Care Center Clerk | 12.55 |
| 24600 - Chore Aid | 8.92 |
| 24630 - Homemaker | 13.96 |
| 25000 - Plant and System Operation Occupations | |
| 25010 - Boiler Tender | 17.88 |
| 25040 - Sewage Plant Operator | 17.26 |
| 25070 - Stationary Engineer | 17.88 |
| 25190 - Ventilation Equipment Tender | 13.44 |
| 25210 - Water Treatment Plant Operator | 16.43 |
| 27000 - Protective Service Occupations | |
| (not set) - Police Officer | 22.38 |
| 27004 - Alarm Monitor | 10.41 |
| 27006 - Corrections Officer | 21.06 |
| 27010 - Court Security Officer | 21.06 |
| 27040 - Detention Officer | 21.06 |
| 27070 - Firefighter | 19.96 |
| 27101 - Guard I | 9.31 |
| 27102 - Guard II | 10.41 |
| 28000 - Stevedoring/Longshoremen Occupations | |
| 28010 - Blocker and Bracer | 16.69 |
| 28020 - Hatch Tender | 16.69 |
| 28030 - Line Handler | 16.69 |
| 28040 - Stevedore I | 15.82 |
| 28050 - Stevedore II | 17.22 |
| 29000 - Technical Occupations | |
| 21150 - Graphic Artist | 18.22 |
| 29010 - Air Traffic Control Specialist, Center (2) | 30.50 |
| 29011 - Air Traffic Control Specialist, Station (2) | 21.03 |
| 29012 - Air Traffic Control Specialist, Terminal (2) | 23.16 |
| 29023 - Archeological Technician I | 13.66 |
| 29024 - Archeological Technician II | 15.29 |
| 29025 - Archeological Technician III | 18.95 |
| 29030 - Cartographic Technician | 20.58 |
| 29035 - Computer Based Training (CBT) Specialist/ Instructor | 24.07 |
| 29040 - Civil Engineering Technician | 20.58 |
| 29061 - Drafter I | 14.87 |

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| 29062 - Drafter II | 16.69 |
| 29063 - Drafter III | 18.66 |
| 29064 - Drafter IV | 20.58 |
| 29081 - Engineering Technician I | 14.67 |
| 29082 - Engineering Technician II | 16.47 |
| 29083 - Engineering Technician III | 18.55 |
| 29084 - Engineering Technician IV | 19.47 |
| 29085 - Engineering Technician V | 27.91 |
| 29086 - Engineering Technician VI | 33.79 |
| 29090 - Environmental Technician | 18.71 |
| 29100 - Flight Simulator/Instructor (Pilot) | 26.98 |
| 29160 - Instructor | 19.17 |
| 29210 - Laboratory Technician | 14.72 |
| 29240 - Mathematical Technician | 19.22 |
| 29361 - Paralegal/Legal Assistant I | 15.02 |
| 29362 - Paralegal/Legal Assistant II | 18.26 |
| 29363 - Paralegal/Legal Assistant III | 22.73 |
| 29364 - Paralegal/Legal Assistant IV | 27.06 |
| 29390 - Photooptics Technician | 17.47 |
| 29480 - Technical Writer | 19.64 |
| 29491 - Unexploded Ordnance (UXO) Technician I | 19.38 |
| 29492 - Unexploded Ordnance (UXO) Technician II | 23.45 |
| 29493 - Unexploded Ordnance (UXO) Technician III | 28.11 |
| 29494 - Unexploded (UXO) Safety Escort | 19.38 |
| 29495 - Unexploded (UXO) Sweep Personnel | 19.38 |
| 29620 - Weather Observer, Senior (3) | 20.79 |
| 29621 - Weather Observer, Combined Upper Air and Surface Programs (3) | 18.71 |
| 29622 - Weather Observer, Upper Air (3) | 18.71 |
| 31000 - Transportation/ Mobile Equipment Operation Occupations | |
| 31030 - Bus Driver | 12.91 |
| 31260 - Parking and Lot Attendant | 9.03 |
| 31290 - Shuttle Bus Driver | 11.65 |
| 31300 - Taxi Driver | 11.04 |
| 31361 - Truckdriver, Light Truck | 11.63 |
| 31362 - Truckdriver, Medium Truck | 12.34 |
| 31363 - Truckdriver, Heavy Truck | 16.11 |
| 31364 - Truckdriver, Tractor-Trailer | 16.11 |
| 99000 - Miscellaneous Occupations | |
| 99020 - Animal Caretaker | 11.14 |
| 99030 - Cashier | 8.23 |
| 99041 - Carnival Equipment Operator | 10.81 |
| 99042 - Carnival Equipment Repairer | 11.34 |
| 99043 - Carnival Worker | 8.79 |
| 99050 - Desk Clerk | 10.07 |
| 99095 - Embalmer | 19.38 |
| 99300 - Lifeguard | 10.19 |
| 99310 - Mortician | 20.34 |
| 99350 - Park Attendant (Aide) | 12.79 |
| 99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech) | 8.97 |
| 99500 - Recreation Specialist | 13.96 |
| 99510 - Recycling Worker | 11.94 |
| 99610 - Sales Clerk | 9.62 |
| 99620 - School Crossing Guard (Crosswalk Attendant) | 9.16 |

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| 99630 - Sport Official | 10.19 |
| 99658 - Survey Party Chief (Chief of Party) | 17.32 |
| 99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.) | 15.45 |
| 99660 - Surveying Aide | 11.28 |
| 99690 - Swimming Pool Operator | 13.66 |
| 99720 - Vending Machine Attendant | 11.89 |
| 99730 - Vending Machine Repairer | 13.66 |
| 99740 - Vending Machine Repairer Helper | 11.89 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.87 an hour or \$114.80 a week or \$497.47 a month VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; and 3 weeks after 10 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

- 1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)
- 2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.
- 3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

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REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form

1444 (SF 1444)}

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The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed. The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation) and computes a proposed rate).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title), a Federal grade equivalency (FGE) for each proposed classification), job description), and rationale for proposed wage rate), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees. Information required by the Regulations must be submitted on SF 1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the

required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

APPENDIX A

BALTIMORE DISTRICT

FIELD OFFICE LOCATIONS

| OP Flood Control Field Offices | |
|--------------------------------|--------------------------------|
| Jennings Randolph | P.O. Box 247 |
| | Elk Garden, WV 26717 |
| | |
| Almond Lake | P.O. Box 400 |
| | Route 21, Hornell-Almond Road |
| | Hornell, NY 14843-0400 |
| Alvin Bush | |
| | 3848 Kettle Creek Road |
| | Renovo, PA 17764 |
| Arkport | |
| | P.O. Box 400 |
| | Route 21, Hornell-Almond Road |
| Aylesworth | Hornell, NY 14843-0400 |
| | |
| | P.O. Box 143 |
| Curwensville | Route 171 |
| | Forest City, PA 18421-0143 |
| | |
| East Sidney | 12903 Curwensville-Tyrone HWY |
| | Curwensville, PA 16833 |
| | |
| Foster Sayers | Rural Route Box 218A |
| | 90 Treaversfield Road |
| | Franklin, NY 13775-9783 |
| York Indian | |
| | 493 Ridge Crest Road |
| | Howard, PA 16841 |
| Stillwater | |
| | 2933 Markle Road |
| | York, PA 17403 |
| Susquehanna Office | |
| | Route 171 |
| | Forest City, PA 18421 |
| Whitney Point Lake and Dam | |
| | 306 Railroad Street (Rear) |
| | Danville, PA 17821 |
| Tioga-Hammond | |
| | 5327 Upper Lisle Road - RT 26N |
| | Whitney Point, NY 13862 |
| Cowanesque | |
| | RD 1, Box 65 |
| | Tioga, PA 16946 |
| Raystown | |
| | RD 1, Box 65 |
| | Tioga, PA 16946 |
| | |
| | RD 1, Box 222 |
| | Hesston, PA 16647 |

APPENDIX A

BALTIMORE DISTRICT

FIELD OFFICE LOCATIONS

| Operations Navigation Field Offices | |
|--|------------------------------|
| Potomac Drift | 1125 O St., SE |
| | Washington, DC 20003 |
| | |
| Ft. McHenry | 2603 Leahy St |
| | Baltimore, MD 21230-5316 |
| | |
| Operations Regulatory Field Offices | |
| Carlisle Field Office | 401 East Louther Street |
| | Suite 205 |
| | Carlisle, PA 17013 |
| | |
| State College Field Office | 1631 South Atherton Street |
| | State College, PA 16801 |
| | |
| Easton Field Office | 218 N. Washington Street |
| | Talbottown Shopping Center |
| | Easton, MD 21601 |
| | |
| Real Estate Field Office | |
| Realty Services Field Office | 131 National Business Pkwy |
| | Suite 208, #NBP#1 |
| | Annapolis Junction, MD 20701 |
| Construction Field Offices | |
| Bay Area Office | 8902 O'Brien Road |
| | Fort Meade, MD 20755 |
| | |
| Fort Detrick Resident Office | 1542 Porter Street |
| | Frederick, MD 21702 |
| | |
| Aberdeen Resident Office | 3125 Rickets Point Road |
| | Edgewood, MD 21010 |
| | |
| DC Metro Resident Office | Forest Glenn, MD |
| | |
| | |
| Walter Reed Project Site | Walter Reed Admin Building |
| | |
| | |
| Aberdeen Proving Grounds Project Site | Aberdeen Proving Grounds, MD |
| | |
| | |
| Spring Valley Project Office | 5201 Little Falls Rd NW |
| | Washington, DC 20016 |
| | |
| Bell Lincoln Project Office | 3101 16th Street NW |
| | Washington, DC 20005 |
| | |
| DC Project Office | 3700 North Capitol Street NW |
| | AFRH |
| | Washington, DC 20317 |
| | |
| Capital Area Office | 6050 1st Street |
| | Fort Belvoir, VA 22060 |
| | |

APPENDIX A

BALTIMORE DISTRICT

FIELD OFFICE LOCATIONS

| Construction Field Offices (Continued) | |
|---|------------------------------------|
| Fort Meyer Resident Office | 106 Seward Road |
| | Fort Meyer, VA |
| | |
| Fort Belvoir Resident Office | DLA HQ Compound |
| | Newington, VA |
| | |
| HEC Project Office | Humphreys Engineer Center |
| | Fairfax, VA |
| | |
| National Defense University Project Office | Fort McNair |
| | Washington, DC |
| | |
| EPA Resident Office | Blue Plains Sewage Treatment Plant |
| | Washington, DC |
| | |
| Allegheny Mountains Resident Office | 218 Hollisdaysburg Plaza |
| | Duncansville, PA 16635 |
| | |
| New Cumberland Resident Office | 18th St. & J Ave Bldg S285 |
| | Defense Distribution Center |
| | New Cumberland, PA 17070 |
| | |
| North East Resident Office | 1010 Mac Donough Loop |
| | Tobyhanna Army Depot |
| | Tobyhanna, PA 18466 |
| | |
| Wyoming Valley Project Office | 61 Water Street |
| | Wilkes Barre, PA 18702 |
| | |
| Western Project Office | 2310 Airlift Ave. |
| | Pittsburg Air Force Reserve Base |
| | Coraopolis, PA 15108 |
| | |
| Letterkenny Army Depot | Letterkenny Army Depot |
| | Chambersburg, PA 17201 |
| | |
| Fort Detrick Project Office | Building 5142 Porter Street |
| | Fort Detrick, MD 21702 |
| | |

Approved by OMB

0348-0046

| | | | | | |
|---|--|---|---|--|--|
| 1. Type of Federal Action: <input type="checkbox"/> a. contract <input type="checkbox"/> b. grant <input type="checkbox"/> c. cooperative agreement <input type="checkbox"/> d. loan <input type="checkbox"/> e. loan guarantee <input type="checkbox"/> f. loan insurance | | 2. Status of Federal Action: <input type="checkbox"/> a. bid/offer/application <input type="checkbox"/> b. initial award <input type="checkbox"/> c. post-award | | 3. Report Type: <input type="checkbox"/> a. initial filing <input type="checkbox"/> b. material change For Material Change Only: year _____ quarter _____ date of last report _____ | |
| 4. Name and Address of Reporting Entity: <input type="checkbox"/> Prime <input type="checkbox"/> Subawardee Tier _____, if known: Congressional District, if known: | | | 5. If Reporting Entity in No. 4 is a Subawardee, Enter Name and Address of Prime: Congressional District, if known: | | |
| 6. Federal Department/Agency: | | | 7. Federal Program Name/Description: CFDA Number, if applicable: _____ | | |
| 8. Federal Action Number, if known: | | | 9. Award Amount, if known: \$ _____ | | |
| 10. a. Name and Address of Lobbying Entity (if individual, last name, first name, MI): <i>(attach Continuation Sheet(s) SF-LLLA, if necessary)</i> | | | b. Individuals Performing Services (including address if different from No. 10a) (last name, first name, MI): <i>(attach Continuation Sheet(s) SF-LLLA, if necessary)</i> | | |
| 11. Amount of Payment (check all that apply): \$ _____ <input type="checkbox"/> actual <input type="checkbox"/> planned | | | 13. Type of Payment (check all that apply): <input type="checkbox"/> a. retainer <input type="checkbox"/> b. one-time fee <input type="checkbox"/> c. commission <input type="checkbox"/> d. contingent fee <input type="checkbox"/> e. deferred <input type="checkbox"/> f. other; specify: _____ | | |
| 12. Form of Payment (check all that apply): <input type="checkbox"/> a. cash <input type="checkbox"/> b. in-kind; specify: nature _____ value _____ | | | | | |
| 14. Brief Description of Services Performed or to be Performed and Date(s) of Service, including officer(s), employee(s), or Member(s) contacted, for Payment Indicated in Item 11: <i>(attach Continuation Sheet(s) SF-LLLA, if necessary)</i> | | | | | |
| 15. Continuation Sheet(s) SF-LLLA attached: <input type="checkbox"/> Yes <input type="checkbox"/> No | | | | | |
| 16. Information requested through this form is authorized by title 31 U.S.C. section 1352. This disclosure of lobbying activities is a material representation of fact upon which reliance was placed by the tier above when this transaction was made or entered into. This disclosure is required pursuant to 31 U.S.C. 1352. This information will be reported to the Congress semi-annually and will be available for public inspection. Any person who fails to file the required disclosure shall be subject to a civil penalty of not less than \$10,000 and not more than \$100,000 for each such failure. | | | Signature: _____ Print Name: _____ Title: _____ Telephone No.: _____ Date: _____ | | |
| Federal Use Only: | | | Authorized for Local Reproduction Standard Form LLL (Rev. 7-97) | | |

INSTRUCTIONS FOR COMPLETION OF SF-LLL, DISCLOSURE LOBBYING ACTIVITIES

This disclosure form shall be completed by the reporting entity, whether subawardee or prime Federal recipient, at the initiation or receipt of a covered Federal action, or a material change to a previous filing, pursuant to title 31 U.S.C. section 1352. The filing of a form is required for each payment or agreement to make payment to any lobbying entity for influencing or attempting to influence an officer or employee of any agency, a Member of Congress, an officer or employee of Congress, or an employee of a Member of Congress in connection with a covered Federal action. Use the SF-LLL-A Continuation Sheet for additional information if the space on the form is inadequate. Complete all items that apply for both the initial filing and material change report. Refer to the implementing guidance published by the Office of Management and Budget for additional information.

1. Identify the type of covered Federal action for which lobbying activity is and/or has been secured to influence the outcome of a covered Federal action.
2. Identify the status of the covered Federal action.
3. Identify the appropriate classification of this report. If this is a follow-up report caused by a material change to the information previously reported, enter the year and quarter in which the change occurred. Enter the date of the last previously submitted report by this reporting entity for this covered Federal action.
4. Enter the full name, address, city, state and zip code of the reporting entity. Include Congressional District, if known. Check the appropriate classification of the reporting entity that designates if it is, or expects to be, a prime or subaward recipient. Identify the tier of the subawardee, e.g., the first subawardee of the prime is the 1st tier. Subawards include but are not limited to subcontracts, subgrants and contract awards under grants.
5. If the organization filling the report in item 4 checks "Subawardee", then enter the full name, address, city, state and zip code of the prime Federal recipient. Include Congressional District, if known.
6. Enter the name of the Federal agency making the award or loan commitment. Include at least one organizational level below agency name, if known. For example, Department of Transportation, United States Coast Guard.
7. Enter the Federal program name or description for the covered Federal action (item 1). If known, enter the full Catalog of Federal Domestic Assistance (CFDA) number for grants, cooperative agreements, loans, and loan commitments.
8. Enter the most appropriate Federal identifying number available for the Federal action identified in item 1 (e.g., Request for Proposal (RFP) number; Invitation for Bid (IFB) number, grant announcement number; the contract, grant, or loan award number; the application/proposal control number assigned by the Federal agency). Include prefixes, e.g., "RFP-DE-90-001."
9. For a covered Federal action where there has been an award or loan commitment by the Federal agency, enter the Federal amount of the award/loan commitment for the prime entity identified in item 4 or 5.
10. (a) Enter the full name, address, city, state and zip code of the lobbying entity engaged by the reporting entity identified in item 4 to influence the covered Federal action.

(b) Enter the full names of the individual(s) performing services, and include full address if different from 10 (a). Enter Last Name, First Name, and Middle Initial (MI).
11. Enter the amount of compensation paid or reasonably expected to be paid by the reporting entity (item 4) to the lobbying entity (item 10). Indicate whether the payment has been made (actual) or will be made (planned). Check all boxes that apply. If this is a material change report, enter the cumulative amount of payment made or planned to be made.
12. Check the appropriate box(es). Check all boxes that apply. If payment is made through an in-kind contribution, specify the nature and value of the in-kind payments.
13. Check the appropriate box(es). Check all boxes that apply. If other, specify nature.
14. Provide a specific and detailed description of the services that the lobbyist has performed, or will be expected to perform, and the date(s) of any services rendered. Include all preparatory and related activity, not just time spent in actual contact with Federal officials. Identify the Federal official(s) or employee(s) contacted or the officer(s), employee(s), or Member(s) of Congress that were contacted.
15. Check whether or not SF-LLL-A Continuation Sheet(s) is attached.
16. The certifying official shall sign and date the form, print his/her name, title, and telephone number.

Public reporting burden for the collection of information is estimated to average 30 minutes per response, including time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. Send comments regarding the burden estimate or any other aspect of this collection of information, including suggestions for reducing this burden, to the Office of Management and Budget, Paperwork Reduction Project (0348-0046), Washington, D.C. 20503.

**DISCLOSURE OF LOBBYING ACTIVITIES
CONTINUATION SHEET**

Approved by OMB
0348-0046

Reporting Entity: _____

Page _____ of _____

Performance Assessment Report

☐ Interim ☐ Final ☐ Addendum Period Report: From: To:

SECTION I

| | |
|-----------------------|--------------------------------|
| 1a. Contractor | 2a. Contract Number: |
| Division: | 2b. Modification Number |
| Street 1: | 2c. Del/Task Order No: |
| Street 2: | 2d. Initial Value: \$ |
| Street 3: | (Base + Options) |
| City: | 2e. Current Value: \$ |
| State: | 3a. Award Date |
| Zip: | 3b. Completion Date: |
| Country: | |
| Place of Performance | |
| 1b. CAGE: | |
| 1c. DUNS: | |

SECTION II

| 4a. Contractor POC | | | 4b. Gov't Contract Specialist/Administrator | | | |
|---------------------------|------|-------|--|------|-------|----|
| | Last | First | MI | Last | First | MI |
| Name: | | | | | | |
| Position/Title: | | | | | | |
| MACOM: | | | | | | |
| Street 1: | | | | | | |
| Street 2: | | | | | | |
| Street 3: | | | | | | |
| City: | | | | | | |
| State: | | | | | | |
| Zip: | | | | | | |
| Country: | | | | | | |
| Comm: | | | | | | |
| DSN: | | | | | | |
| Fax Comm: | | | | | | |
| Fax DSN: | | | | | | |
| Intl. : | | | | | | |
| Intl Fax: | | | | | | |
| Email: | | | | | | |

Section III

5. Method of Contract:
☐ Sealed Bid ☐ Negotiated
6. Type of Contract:

| | | | | |
|---------------------------------|------------------------------|-------------------------------|-------------------------------------|------------------------------------|
| <input type="checkbox"/> FFP | <input type="checkbox"/> FPR | <input type="checkbox"/> CC | <input type="checkbox"/> CPFF | <input type="checkbox"/> Rqmts |
| <input type="checkbox"/> FP-EPA | <input type="checkbox"/> T&M | <input type="checkbox"/> CPIF | <input type="checkbox"/> Labor Hour | <input type="checkbox"/> Agreement |
| <input type="checkbox"/> FPI | <input type="checkbox"/> CS | <input type="checkbox"/> CPAF | <input type="checkbox"/> ID/IQ | <input type="checkbox"/> Letter |
7. Socio-economic Program:
☐ SBSA ☐ W/O ☐ Hub Zone ☐ None
☐ HBCU/MI ☐ SBIR ☐ SDBSA
8. Competition:
☐ Competed Action ☐ Follow on to Completed Action
☐ Not Available for Competition ☐ Not Competed
9. Type of Supply/Service:
☐ Commercial ☐ Non-Developmental Item ☐ Non-Commercial

SECTION IV

10. Business Sector:

| | | |
|--|--|--|
| <input type="radio"/> Space | <input type="radio"/> Ground Vehicles | <input type="radio"/> Information Technology |
| <input type="radio"/> Ordnance | <input type="radio"/> Shipbuilding | <input type="radio"/> Science & Technology |
| <input type="radio"/> Aircraft | <input type="radio"/> Other Systems | <input type="radio"/> Services |
| <input type="radio"/> Training Systems | <input type="radio"/> Operations Support | |

11.a FSCs:

11.b SICs:

12. Description of Requirement:

13. Sub-Contractors:

Name:
Street1:
Street2:
Street3:
City:
State: Zip:
Country:
Description:

Name:
Street1:
Street2:
Street3:
City:
State: Zip:
Country:
Description:

Name:
Street1:
Street2:
Street3:
City:
State: Zip:
Country:
Description:

Ratings:

The following rating standards were used to evaluate the contractor's performance. The following ratings apply to all items in Section V.

Ratings

Exceptional (Dark Blue)
Very Good (Purple)
Satisfactory (Green)
Marginal (Yellow)
Unsatisfactory (Red)

SECTION V (All Business Sectors other than Systems)

14.
a. Quality of Product/Service

b. Schedule

c. Cost Control

d. Business Relations

e. Management of Key Personnel

f. Other (Optional)

SECTION VI

15. Evaluator(s):

| | | | | |
|-----------------|------|-------|----|-----------------------------|
| | Last | First | MI | |
| Name: | | | | Date Approved by Evaluator: |
| Element: | | | | |
| Commercial: | | | | DSN: |
| FAX Comm: | | | | FAX DSN: |
| International: | | | | Int FAX Comm: |
| E-Mail Address: | | | | |

| | | | | |
|-----------------|------|-------|----|-----------------------------|
| | Last | First | MI | |
| Name: | | | | Date Approved by Evaluator: |
| Element: | | | | |
| Commercial: | | | | DSN: |
| FAX Comm: | | | | FAX DSN: |
| International: | | | | Int FAX Comm: |
| E-Mail Address: | | | | |

| | | | | |
|-----------------|------|-------|----|-----------------------------|
| | Last | First | MI | |
| Name: | | | | Date Approved by Evaluator: |
| Element: | | | | |
| Commercial: | | | | DSN: |
| FAX Comm: | | | | FAX DSN: |
| International: | | | | Int FAX Comm: |
| E-Mail Address: | | | | |

16. Contracting Officer/Program Manager:

| | | | | |
|-----------------|------|-------|----|-------------------------|
| | Last | First | MI | Date Approved by KO/PM: |
| Name: | | | | |
| Commercial: | | | | DSN: |
| FAX Comm: | | | | FAX DSN: |
| International: | | | | Int FAX Comm: |
| E-Mail Address: | | | | |

17. Contractor Review:

 Last First MI Position/Title
Name:
 Date PAR Sent To Contractor:
 Date Contractor Received PAR: Date of Receipt of Contractor Response:

 Commercial: DSN:
 FAX Comm: FAX DSN:
 International: Int FAX Comm:
 E-Mail Address:
Comments provided? Yes No If YES, Indicate Number of Pages Attached ()

18. Reviewing Official:

 Last First MI Date Referred:
Name:

 Commercial: DSN:
 FAX Comm: FAX DSN:
 International: Int FAX Comm:
 E-Mail Address:
Reviewing Official Comments, if applicable: () Number of pages Date of Resolution:

19. Source Selection Availability.

 Date of Final Review: Date PAR entered into PPIMS:

**US ARMY CORPS OF ENGINEERS
ELECTRONIC PAYMENTS/DIRECT DEPOSIT**

- 1. The Debt Collection Improvement Act of 1996 provided that Federal payments shall be made by electronic funds transfer (EFT). The Corps issues electronic corporate payments through the Automated Clearing House (ACH) network using the Cash Concentration or Disbursement Plus Addendum (CCD+) payment format. Instead of receiving checks, you will have payments directly deposited into your checking or savings account.**
- 2. The benefits of receiving payments electronically are no lost or stolen checks, no deposit delays, prompt availability of funds, fully traceable payments, and decrease in fraud.**
- 3. EFT/Direct Deposit payments are available for vendors who have active contracts with the Corps sites within the Continental United States. Corps travelers working for these sites should also sign up for EFT.**
- 4. Attached is Form UFC-DISB-4 with instructions that can be used by both vendors and travelers to sign up for Corps EFT payments.**
- 5. Point of contact for questions is Michael Rye, commercial 901-874-8543, DSN 882-8543, Corps email address; t0rmfmtr@cefc.fc, Internet address; Michael.T.Rye@usace.army.mil.**

INSTRUCTIONS FOR COMPLETING FORM UFC-DISB-4

- 1. Vendors and/or travelers should indicate if this is an add as a new Direct Deposit to be set up or a change or cancellation. USACE employees already on payroll Direct Deposit who have not completed a travel form should mark ADD.**
- 2. Include the Corps of Engineers District name (example: Savannah) or EROC (example: K6) that wrote the contract authorizing payment. If more than one District issued contracts, prepare a separate form for each District.**
- 3. Include the name or Company as it appears on the invoice. If the contract was written to Bill and Betty Smith, the bill and Direct Deposit form should include both names not Bill Smith.**
- 4. This address should be the physical address of the business.**
- 5. The city and state that match the physical address.**
- 6. The mailing address should include any and all Remit to/payment addresses that are different from the physical address. (If more space is needed, include an attachment page with all addresses listed). This is VERY IMPORTANT since we load the routing and bank account number on each payment address.**
- 7. Include daytime phone number in case there are questions concerning the completed form.**
- 8. Check if the bank account number furnished is a checking account.**
- 9. Check if the bank account number furnished is a savings account.**
- 10. Include bank account number, one number in each slot. This number can be found on the front of the check.**
- 11. The full name of the bank for the account.**
- 12/13. An accurate address for the bank.**
- 14. The routing number for the bank. It is located on the face of the check. This is always a nine digit NUMBER. Enter one number in each space.**
- 15. Depositor account title is the name registered with the bank on the bank account.**
- 16. For businesses include the IRS tax ID number. For an individual use the social security number.**
- 17. Businesses should have a signature of an officer of the company. Individuals should sign. If the Direct Deposit form/contract is written in the name of Bill and Betty Smith, both individuals should sign.**
- 18. Date of the authorization.**

DIRECT DEPOSIT AUTHORIZATION FORM

PRIVACY ACT STATEMENT

The following information is provided to comply with the Privacy Act of 1974 (P.L. 93-579). All information collected on this form is required under the provisions of 31 U.S.C. 3322 and 31 CFR 210. This information will be used by the Treasury Department to transmit data, by electronic means to vendor's financial institution. Failure to provide the requested information may delay or prevent the receipt of payments through the Automated Clearing House Payment System.

I hereby authorized U. S. Army Corps of Engineer, hereinafter called USACE, to initiate direct deposit credit entries to my (our) account indicated below and the financial institution named below, hereinafter called DEPOSITORY, to credit the same to such account.

(1) Check One of the following Statements::

I am not currently participating in the Direct Deposit Program.

OR

I am currently participating in the Direct Deposit Program.

() **ADD** - Deposit my payment to the account shown.

() **CHANGE** - Change financial institutions and/or account number.

(2) Installation EROC _____

| | |
|---|----------------------|
| Name or (Company as shown on invoice): (3) | |
| Address: (4) | |
| City: (5) | State: Zip: (5) |
| Mailing Address (if different): (6) | |
| Daytime Phone: () (7) | |

Contract # (Optional):

If more than one contract, please list on a separate sheet.

Please ask your Financial Institution for your Depositor Account Number and Routing Number

(Indicate which type account to credit)

| | | |
|--|--------------|------------|
| Type of Depositor Account Please check a box. | Checking (8) | Saving (9) |
| Depositor Account Number (10) | | |

| | |
|--|-----------------------|
| Name of Financial Institution: (11) | |
| Address: (12) | |
| City: (13) | State: Zip: (13) |
| Routing Number: (14) | |
| Depositor Account Title: (15) | |

| | |
|---|--|
| Tax ID Number (TIN) for Business: (16) | |
|---|--|

SIGNATURE:_(17) _____ **DATE:_(18)** _____

Mail To: USACE Finance Center, ATTN: EFT/DISB, 5722 Integrity Drive, Millington, TN 38054-5005
FORM: UFC-DISB-4

Section K - Representations, Certifications and Other Statements of Offerors

CLAUSES INCORPORATED BY REFERENCE

| | | |
|--------------|---|----------|
| 52.203-11 | Certification And Disclosure Regarding Payments To Influence Certain Federal Transactions | APR 1991 |
| 252.209-7001 | Disclosure of Ownership or Control by the Government of a Terrorist Country | SEP 2004 |
| 252.209-7002 | Disclosure Of Ownership Or Control By A Foreign Government | JUN 2005 |

CLAUSES INCORPORATED BY FULL TEXT

52.203-2 CERTIFICATE OF INDEPENDENT PRICE DETERMINATION (APR 1985)

(a) The offeror certifies that --

(1) The prices in this offer have been arrived at independently, without, for the purpose of restricting competition, any consultation, communication, or agreement with any other offeror or competitor relating to --

(i) Those prices,

(ii) The intention to submit an offer, or

(iii) The methods of factors used to calculate the prices offered:

(2) The prices in this offer have not been and will not be knowingly disclosed by the offeror, directly or indirectly, to any other offeror or competitor before bid opening (in the case of a sealed bid solicitation) or contract award (in the case of a negotiated solicitation) unless otherwise required by law; and

(3) No attempt has been made or will be made by the offeror to induce any other concern to submit or not to submit an offer for the purpose of restricting competition.

(b) Each signature on the offer is considered to be a certification by the signatory that the signatory --

(1) Is the person in the offeror's organization responsible for determining the prices offered in this bid or proposal, and that the signatory has not participated and will not participate in any action contrary to subparagraphs (a)(1) through (a)(3) of this provision; or

(2) (i) Has been authorized, in writing, to act as agent for the following principals in certifying that those principals have not participated, and will not participate in any action contrary to subparagraphs (a)(1) through (a)(3) of this provision _____ (insert full name of person(s) in the offeror's organization responsible for determining the prices offered in this bid or proposal, and the title of his or her position in the offeror's organization);

(ii) As an authorized agent, does certify that the principals named in subdivision (b)(2)(i) above have not participated, and will not participate, in any action contrary to subparagraphs (a)(1) through (a)(3) above; and

(iii) As an agent, has not personally participated, and will not participate, in any action contrary to subparagraphs (a)(1) through (a)(3) of this provision.

(c) If the offeror deletes or modifies subparagraph (a)(2) of this provision, the offeror must furnish with its offer a

signed statement setting forth in detail the circumstances of the disclosure.

(End of clause)

52.204-3 TAXPAYER IDENTIFICATION (OCT 1998)

(a) Definitions.

Common parent, as used in this provision, means that corporate entity that owns or controls an affiliated group of corporations that files its Federal income tax returns on a consolidated basis, and of which the offeror is a member.

Taxpayer Identification Number (TIN), as used in this provision, means the number required by the Internal Revenue Service (IRS) to be used by the offeror in reporting income tax and other returns. The TIN may be either a Social Security Number or an Employer Identification Number.

(b) All offerors must submit the information required in paragraphs (d) through (f) of this provision to comply with debt collection requirements of 31 U.S.C. 7701(c) and 3325(d), reporting requirements of 26 U.S.C. 6041, 6041A, and 6050M, and implementing regulations issued by the IRS. If the resulting contract is subject to the payment reporting requirements described in Federal Acquisition Regulation (FAR) 4.904, the failure or refusal by the offeror to furnish the information may result in a 31 percent reduction of payments otherwise due under the contract.

(c) The TIN may be used by the Government to collect and report on any delinquent amounts arising out of the offeror's relationship with the Government (31 U.S.C. 7701(c)(3)). If the resulting contract is subject to the payment reporting requirements described in FAR 4.904, the TIN provided hereunder may be matched with IRS records to verify the accuracy of the offeror's TIN.

(d) Taxpayer Identification Number (TIN).

___ TIN:-----

___ TIN has been applied for.

___ TIN is not required because:

___ Offeror is a nonresident alien, foreign corporation, or foreign partnership that does not have income effectively connected with the conduct of a trade or business in the United States and does not have an office or place of business or a fiscal paying agent in the United States;

___ Offeror is an agency or instrumentality of a foreign government;

___ Offeror is an agency or instrumentality of the Federal Government.

(e) Type of organization.

___ Sole proprietorship;

___ Partnership;

___ Corporate entity (not tax-exempt);

___ Corporate entity (tax-exempt);

___ Government entity (Federal, State, or local);

___ Foreign government;

___ International organization per 26 CFR 1.6049-4;

___ Other-----

(f) Common parent.

___ Offeror is not owned or controlled by a common parent as defined in paragraph (a) of this provision.

___ Name and TIN of common parent:

Name-----

TIN-----

(End of provision)

52.209-5 CERTIFICATION REGARDING DEBARMENT, SUSPENSION, PROPOSED DEBARMENT, AND OTHER RESPONSIBILITY MATTERS (DEC 2001)

(a)(1) The Offeror certifies, to the best of its knowledge and belief, that-

(i) The Offeror and/or any of its Principals-

(A) Are () are not () presently debarred, suspended, proposed for debarment, or declared ineligible for the award of contracts by any Federal agency;

(B) Have () have not (), within a three-year period preceding this offer, been convicted of or had a civil judgment rendered against them for: commission of fraud or a criminal offense in connection with obtaining, attempting to obtain, or performing a public (Federal, state, or local) contract or subcontract; violation of Federal or state antitrust statutes relating to the submission of offers; or commission of embezzlement, theft, forgery, bribery, falsification or destruction of records, making false statements, tax evasion, or receiving stolen property; and

(C) Are () are not () presently indicted for, or otherwise criminally or civilly charged by a governmental entity with, commission of any of the offenses enumerated in paragraph (a)(1)(i)(B) of this provision.

(ii) The Offeror has () has not (), within a three-year period preceding this offer, had one or more contracts terminated for default by any Federal agency.

(2) "Principals," for the purposes of this certification, means officers; directors; owners; partners; and, persons having primary management or supervisory responsibilities within a business entity (e.g., general manager; plant manager; head of a subsidiary, division, or business segment, and similar positions).

This Certification Concerns a Matter Within the Jurisdiction of an Agency of the United States and the Making of a False, Fictitious, or Fraudulent Certification May Render the Maker Subject to Prosecution Under Section 1001, Title 18, United States Code.

(b) The Offeror shall provide immediate written notice to the Contracting Officer if, at any time prior to contract award, the Offeror learns that its certification was erroneous when submitted or has become erroneous by reason of changed circumstances.

(c) A certification that any of the items in paragraph (a) of this provision exists will not necessarily result in withholding of an award under this solicitation. However, the certification will be considered in connection with a determination of the Offeror's responsibility. Failure of the Offeror to furnish a certification or provide such additional information as requested by the Contracting Officer may render the Offeror nonresponsible.

(d) Nothing contained in the foregoing shall be construed to require establishment of a system of records in order to render, in good faith, the certification required by paragraph (a) of this provision. The knowledge and information of an Offeror is not required to exceed that which is normally possessed by a prudent person in the ordinary course of business dealings.

(e) The certification in paragraph (a) of this provision is a material representation of fact upon which reliance was placed when making award. If it is later determined that the Offeror knowingly rendered an erroneous certification, in addition to other remedies available to the Government, the Contracting Officer may terminate the contract resulting from this solicitation for default.

(End of provision)

52.219-1 SMALL BUSINESS PROGRAM REPRESENTATIONS (MAY 2004) - ALTERNATE I (APR 2002)

(a)(1) The North American Industry Classification System (NAICS) code for this acquisition is 811212.

(2) The small business size standard is \$21,000,000.00.

(3) The small business size standard for a concern which submits an offer in its own name, other than on a construction or service contract, but which proposes to furnish a product which it did not itself manufacture, is 500 employees.

(b) Representations. (1) The offeror represents as part of its offer that it () is, () is not a small business concern.

(2) (Complete only if the offeror represented itself as a small business concern in paragraph (b)(1) of this provision.) The offeror represents, for general statistical purposes, that it () is, () is not a small disadvantaged business concern as defined in 13 CFR 124.1002.

(3) (Complete only if the offeror represented itself as a small business concern in paragraph (b)(1) of this provision.) The offeror represents as part of its offer that it () is, () is not a women-owned small business concern.

(4) (Complete only if the offeror represented itself as a small business concern in paragraph (b)(1) of this provision.) The offeror represents as part of its offer that it () is, () is not a veteran-owned small business concern.

(5) (Complete only if the offeror represented itself as a veteran-owned small business concern in paragraph (b)(4) of this provision.) The offeror represents as part of its offer that it () is, () is not a service-disabled veteran-owned small business concern.

(6) [Complete only if the offeror represented itself as a small business concern in paragraph (b)(1) of this provision.] The offeror represents, as part of its offer, that--

(i) It () is, () is not a HUBZone small business concern listed, on the date of this representation, on the List of Qualified HUBZone Small Business Concerns maintained by the Small Business Administration, and no material change in ownership and control, principal office, or HUBZone employee percentage has occurred since it was certified by the Small Business Administration in accordance with 13 CFR part 126; and

(ii) It () is, () is not a joint venture that complies with the requirements of 13 CFR part 126, and the representation in paragraph (b)(6)(i) of this provision is accurate for the HUBZone small business concern or concerns that are participating in the joint venture. (The offeror shall enter the name or names of the HUBZone small business concern or concerns that are participating in the joint venture: _____.) Each HUBZone small business concern participating in the joint venture shall submit a separate signed copy of the HUBZone representation.

(7) (Complete if offeror represented itself as disadvantaged in paragraph (b)(2) of this provision.) The offeror shall check the category in which its ownership falls:

_____ Black American.

_____ Hispanic American.

_____ Native American (American Indians, Eskimos, Aleuts, or Native Hawaiians).

_____ Asian-Pacific American (persons with origins from Burma, Thailand, Malaysia, Indonesia, Singapore, Brunei, Japan, China, Taiwan, Laos, Cambodia (Kampuchea), Vietnam, Korea, The Philippines, U.S. Trust Territory of the Pacific Islands (Republic of Palau), Republic of the Marshall Islands, Federated States of Micronesia, the Commonwealth of the Northern Mariana Islands, Guam, Samoa, Macao, Hong Kong, Fiji, Tonga, Kiribati, Tuvalu, or Nauru).

_____ Subcontinent Asian (Asian-Indian) American (persons with origins from India, Pakistan, Bangladesh, Sri Lanka, Bhutan, the Maldives Islands, or Nepal).

_____ Individual/concern, other than one of the preceding.

(c) Definitions. As used in this provision--

Service-disabled veteran-owned small business concern--

(1) Means a small business concern--

(i) Not less than 51 percent of which is owned by one or more service-disabled veterans or, in the case of any publicly owned business, not less than 51 percent of the stock of which is owned by one or more service-disabled veterans; and

(ii) The management and daily business operations of which are controlled by one or more service-disabled veterans or, in the case of a service-disabled veteran with permanent and severe disability, the spouse or permanent caregiver of such veteran.

(2) Service-disabled veteran means a veteran, as defined in 38 U.S.C. 101(2), with a disability that is service-connected, as defined in 38 U.S.C. 101(16).

"Small business concern," means a concern, including its affiliates, that is independently owned and operated, not dominant in the field of operation in which it is bidding on Government contracts, and qualified as a small business under the criteria in 13 CFR Part 121 and the size standard in paragraph (a) of this provision.

Veteran-owned small business concern means a small business concern--

(1) Not less than 51 percent of which is owned by one or more veterans (as defined at 38 U.S.C. 101(2)) or, in the case of any publicly owned business, not less than 51 percent of the stock of which is owned by one or more veterans; and

(2) The management and daily business operations of which are controlled by one or more veterans.

"Women-owned small business concern," means a small business concern --

(1) That is at least 51 percent owned by one or more women or, in the case of any publicly owned business, at least 51 percent of the stock of which is owned by one or more women; or

(2) Whose management and daily business operations are controlled by one or more women.

(d) Notice.

(1) If this solicitation is for supplies and has been set aside, in whole or in part, for small business concerns, then the clause in this solicitation providing notice of the set-aside contains restrictions on the source of the end items to be furnished.

(2) Under 15 U.S.C. 645(d), any person who misrepresents a firm's status as a small, HUBZone small, small disadvantaged, or women-owned small business concern in order to obtain a contract to be awarded under the preference programs established pursuant to section 8(a), 8(d), 9, or 15 of the Small Business Act or any other provision of Federal law that specifically references section 8(d) for a definition of program eligibility, shall--

(i) Be punished by imposition of fine, imprisonment, or both;

(ii) Be subject to administrative remedies, including suspension and debarment; and

(iii) Be ineligible for participation in programs conducted under the authority of the Act.

(End of provision)

52.219-2 EQUAL LOW BIDS. (OCT 1995)

(a) This provision applies to small business concerns only.

(b) The bidder's status as a labor surplus area (LSA) concern may affect entitlement to award in case of tie bids. If the bidder wishes to be considered for this priority, the bidder must identify, in the following space, the LSA in which the costs to be incurred on account of manufacturing or production (by the bidder or the first-tier subcontractors) amount to more than 50 percent of the contract price.

(c) Failure to identify the labor surplus area as specified in paragraph (b) of this provision will preclude the bidder from receiving priority consideration. If the bidder is awarded a contract as a result of receiving priority consideration under this provision and would not have otherwise received award, the bidder shall perform the contract or cause the contract to be performed in accordance with the obligations of an LSA concern.

52.219-22 SMALL DISADVANTAGED BUSINESS STATUS (OCT 1999)

(a) General. This provision is used to assess an offeror's small disadvantaged business status for the purpose of obtaining a benefit on this solicitation. Status as a small business and status as a small disadvantaged business for general statistical purposes is covered by the provision at FAR 52.219-1, Small Business Program Representation.

(b) Representations.

(1) General. The offeror represents, as part of its offer, that it is a small business under the size standard applicable to this acquisition; and either--

___ (i) It has received certification by the Small Business Administration as a small disadvantaged business concern consistent with 13 CFR 124, Subpart B; and

(A) No material change in disadvantaged ownership and control has occurred since its certification;

(B) Where the concern is owned by one or more disadvantaged individuals, the net worth of each individual upon whom the certification is based does not exceed \$750,000 after taking into account the applicable exclusions set forth at 13 CFR 124.104(c)(2); and

(C) It is identified, on the date of this representation, as a certified small disadvantaged business concern in the database maintained by the Small Business Administration(PRO0Net); or

___ (ii) It has submitted a completed application to the Small Business Administration or a Private Certifier to be certified as a small disadvantaged business concern in accordance with 13 CFR 124, Subpart B, and a decision on that application is pending, and that no material change in disadvantaged ownership and control has occurred since its application was submitted.

(2)___ For Joint Ventures. The offeror represents, as part of its offer, that it is a joint venture that complies with the requirements at 13 CFR 124.1002(f) and that the representation in paragraph (b)(1) of this provision is accurate for the small disadvantaged business concern that is participating in the joint venture. [The offeror shall enter the name of the small disadvantaged business concern that is participating in the joint venture: _____.]

(c) Penalties and Remedies. Anyone who misrepresents any aspects of the disadvantaged status of a concern for the purposes of securing a contract or subcontract shall:

(1) Be punished by imposition of a fine, imprisonment, or both;

(2) Be subject to administrative remedies, including suspension and debarment; and

(3) Be ineligible for participation in programs conducted under the authority of the Small Business Act.

(End of provision)

52.222-22 PREVIOUS CONTRACTS AND COMPLIANCE REPORTS (FEB 1999)

The offeror represents that --

(a) () It has, () has not participated in a previous contract or subcontract subject to the Equal Opportunity clause of this solicitation;

(b) () It has, () has not, filed all required compliance reports; and

(c) Representations indicating submission of required compliance reports, signed by proposed subcontractors, will be obtained before subcontract awards.

(End of provision)

52.222-25 AFFIRMATIVE ACTION COMPLIANCE (APR 1984)

The offeror represents that

(a) ☐ it has developed and has on file, ☐ has not developed and does not have on file, at each establishment, affirmative action programs required by the rules and regulations of the Secretary of Labor (41 CFR 60-1 and 60-2), or

(b) ☐ has not previously had contracts subject to the written affirmative action programs requirement of the rules and regulations of the Secretary of Labor.

(End of provision)

52.223-13 CERTIFICATION OF TOXIC CHEMICAL RELEASE REPORTING (AUG 2003)

(a) Executive Order 13148, of April 21, 2000, Greening the Government through Leadership in Environmental Management, requires submission of this certification as a prerequisite for contract award.

(b) By signing this offer, the offeror certifies that--

(1) As the owner or operator of facilities that will be used in the performance of this contract that are subject to the filing and reporting requirements described in section 313 of the Emergency Planning and Community Right-to-Know Act of 1986 (EPCRA) (42 U.S.C. 11023) and section 6607 of the Pollution Prevention Act of 1990 (PPA) (42 U.S.C. 13106), the offeror will file and continue to file for such facilities for the life of the contract the Toxic Chemical Release Inventory Form (Form R) as described in sections 313(a) and (g) of EPCRA and section 6607 of PPA; or

(2) None of its owned or operated facilities to be used in the performance of this contract is subject to the Form R filing and reporting requirements because each such facility is exempt for at least one of the following reasons: (Check each block that is applicable.)

☐ (i) The facility does not manufacture, process, or otherwise use any toxic chemicals listed in 40 CFR 372.65;

☐ (ii) The facility does not have 10 or more full-time employees as specified in section 313.(b)(1)(A) of EPCRA 42 U.S.C. 11023(b)(1)(A);

☐ (iii) The facility does not meet the reporting thresholds of toxic chemicals established under section 313(f) of EPCRA, 42 U.S.C. 11023(f) (including the alternate thresholds at 40 CFR 372.27, provided an appropriate certification form has been filed with EPA);

☐ (iv) The facility does not fall within the following Standard Industrial Classification (SIC) codes or their corresponding North American Industry Classification System sectors:

(A) Major group code 10 (except 1011, 1081, and 1094.

(B) Major group code 12 (except 1241).

(C) Major group codes 20 through 39.

(D) Industry code 4911, 4931, or 4939 (limited to facilities that combust coal and/or oil for the purpose of generating power for distribution in commerce).

(E) Industry code 4953 (limited to facilities regulated under the Resource Conservation and Recovery Act, Subtitle C (42 U.S.C. 6921, et seq.), 5169, 5171, or 7389 (limited to facilities primarily engaged in solvent recovery services on a contract or fee basis); or

() (v) The facility is not located within the United States or its outlying areas.

(End of clause)

252.204-7001 COMMERCIAL AND GOVERNMENT ENTITY (CAGE) CODE REPORTING (AUG 1999)

(a) The offeror is requested to enter its CAGE code on its offer in the block with its name and address. The CAGE code entered must be for that name and address. Enter "CAGE" before the number.

(b) If the offeror does not have a CAGE code, it may ask the Contracting Officer to request one from the Defense Logistics Information Service (DLIS). The Contracting Officer will--

(1) Ask the Contractor to complete section B of a DD Form 2051, Request for Assignment of a Commercial and Government Entity (CAGE) Code;

(2) Complete section A and forward the form to DLIS; and

(3) Notify the Contractor of its assigned CAGE code.

(c) Do not delay submission of the offer pending receipt of a CAGE code.

(End of provision)

252.247-7022 REPRESENTATION OF EXTENT OF TRANSPORTATION BY SEA (AUG 1992)

(a) The Offeror shall indicate by checking the appropriate blank in paragraph (b) of this provision whether transportation of supplies by sea is anticipated under the resultant contract. The term supplies is defined in the Transportation of Supplies by Sea clause of this solicitation.

(b) Representation. The Offeror represents that it:

____ (1) Does anticipate that supplies will be transported by sea in the performance of any contract or subcontract resulting from this solicitation.

____ (2) Does not anticipate that supplies will be transported by sea in the performance of any contract or subcontract resulting from this solicitation.

(c) Any contract resulting from this solicitation will include the Transportation of Supplies by Sea clause. If the Offeror represents that it will not use ocean transportation, the resulting contract will also include the Defense FAR Supplement clause at 252.247-7024, Notification of Transportation of Supplies by Sea.

(End of provision)

STANDARD FORM LLL, DISCLOSURE OF LOBBYING ACTIVITIES LOCATION

The Standard Form LLL "Disclosure of Lobbying Activities" and Instructions for Completion of SF LLL, Disclosure of Lobbying Activities is located in Section J.

End of Clause

(CENAB-CT/APR 97)
(FAR 3) (was 52.203-4153)

CERTIFICATE OF CORPORATE AUTHORITY

(This Certificate shall be submitted as part of the bid/proposal or signed contract if the bidder/offeror is a corporation.)

CERTIFICATE

I, _____, certify that I am the _____ of the corporation named as bidder/offeror therein, that _____, who signed this bid/proposal on behalf of the bidder/offeror, was then _____ of said corporation; that said bid/proposal was duly signed for and in behalf of said corporation by authority of its governing body, and is within the scope of its corporate powers.

By: _____ (Corporate Seal)
(Signature)

(Typed Name of Corporation)

NOTE: A CORPORATE OFFICER OTHER THAN THE OFFICER SIGNING THE BID/PROPOSAL MUST FILL OUT AND SIGN THIS FORM.

(was 52.204-4005)

Section L - Instructions, Conditions and Notices to Bidders

CLAUSES INCORPORATED BY REFERENCE

| | | |
|--------------------|--|----------|
| 52.204-6 | Data Universal Numbering System (DUNS) Number | OCT 2003 |
| 52.214-3 | Amendments To Invitations For Bids | DEC 1989 |
| 52.214-4 | False Statements In Bids | APR 1984 |
| 52.214-5 | Submission Of Bids | MAR 1997 |
| 52.214-6 | Explanation To Prospective Bidders | APR 1984 |
| 52.214-7 | Late Submissions, Modifications, and Withdrawals of Bids | NOV 1999 |
| 52.214-10 | Contract Award--Sealed Bidding | JUL 1990 |
| 52.214-12 | Preparation Of Bids | APR 1984 |
| 252.204-7004 Alt A | Central Contractor Registration (52.204-7) Alternate A | NOV 2003 |

CLAUSES INCORPORATED BY FULL TEXT

52.216-1 TYPE OF CONTRACT (APR 1984)

The Government contemplates award of a firm fixed-price service contract resulting from this solicitation.

(End of clause)

EVIDENCE OF AUTHORITY TO SIGN BIDS/PROPOSALS

Evidence of the authority of individuals signing bids/proposals to submit firm bids/proposals on behalf of the bidder/offeree is required except where the bid/offer is signed, and shows that it is so signed, by: The President, Vice-President, or Secretary of Incorporated bidders; a partner in case of partnership; the owner in the case of sole proprietorships. Failure to submit with the bid satisfactory evidence of authority of all other persons may be cause for rejection of bid as an invalid or nonresponsive bid.

End of Clause

(CENAB-OC APR 1984)

(FAR 4.102)

(was 52.204-4008)

ARITHMETIC DISCREPANCIES (EFARS 52.0214-5000)

(a) For the purpose of initial evaluation of bids, the following will be utilized in resolving arithmetic discrepancies found on the face of the bidding schedule as submitted by bidder:

- (1) Obviously misplaced decimal points will be corrected;
- (2) Discrepancy between unit price and extended price, the unit price will govern;
- (3) Apparent errors in extension of unit prices will be corrected;
- (4) Apparent errors in addition of lump-sum and extended prices will be corrected.

(b) For the purpose of bid evaluation, the Government will proceed on the assumption that the bidder intends his bid to be evaluated on the basis of the unit prices, the totals arrived at by resolution of arithmetic discrepancies as provided above and the bid will be so reflected on the abstract of bids.

(c) These correction procedures shall not be used to resolve any ambiguity concerning which bid is low.

End of Clause

(CENAB-CT MAY 1995)
(EFARS 14.406-2)
(was 52.214-4009)

CAUTION TO BIDDERS--BID ERRORS

You are cautioned to exercise extreme care in preparation of your bid. Errors in bids are costly and could result in substantial loss to you as well as delayed award of contracts. Actions you can take to avoid errors are:

(a) Make sure your bid takes into consideration all amendments to the IFB. If you are uncertain whether you have received all amendments, call the Baltimore District Office, telephone 410-962-3464 or 410-962-5638, in time to obtain any missing amendment.

(b) If you feel bidding requirements are unclear, contact the Baltimore District Office in writing for an explanation before preparing and submitting your bid.

(c) Verify all quantities and prices, especially quotations from subcontractors. Make sure no line items have been overlooked in recapitulating. Have your bid reviewed by qualified personnel other than those preparing the bid.

(d) Retain all original notes, subcontractor quotations, estimates, and summary worksheets from which your bid was prepared. If you have made a mistake in bid, you will need these papers to determine the nature and amount of an error and to support any request you may make for special relief.

End of Clause

(FAR 14.301/JUN 93)
(was 52.214-4010)

DELIVERY OF BIDS/PROPOSALS

Bids/Proposals may be delivered in person to the Contracting Division, Baltimore District, Corps of Engineers, Room 7000, City Crescent Building, 10 South Howard Street, Baltimore, Maryland 21201.

End of Clause

(CENAB-CT JUL 1993)
(FAR 14.302)
(was 52.214-4024)

SERVICE OF PROTEST

(a) Protests, as defined in section 33.101 of the Federal Acquisition Regulation, that are filed directly with an agency, and copies of any protests that are filed with the Government Accountability Office (GAO), shall be served on the Contracting Officer (addressed as follows) by obtaining written and dated acknowledgment of receipt from:

(For hand delivered protests) -
U.S. Army Engineer District, Baltimore
ATTN: District Counsel/CENAB-OC
Room 6420, City Crescent Building
10 South Howard Street
Baltimore, Maryland 21201

(For mailed protests) -
U.S. Army Engineer District, Baltimore
ATTN: CENAB-OC
P.O. Box 1715
Baltimore, Maryland 21203-1715

(b) The copy of any protest shall be received in the office designated above within one day of filing protest with the GAO.

End of Clause

(CENAB-CT APR 97)
(FAR 52.233-0002)
(was 52.233-4041)

Section M - Evaluation Factors for Award

CLAUSES INCORPORATED BY FULL TEXT

52.217-5 EVALUATION OF OPTIONS (JUL 1990)

Except when it is determined in accordance with FAR 17.206(b) not to be in the Government's best interests, the Government will evaluate offers for award purposes by adding the total price for all options to the total price for the basic requirement. Evaluation of options will not obligate the Government to exercise the option(s).

(End of provision)

AWARD TO SINGLE BIDDER

No separate award will be made for any item contained in Section B/00010. Bidders must submit a bid on all items contained in Section B/00010, or the Bid will be considered non-responsive and therefore rejected.

End of Clause

(CENAB-CT JUL 1997B)
(FAR 14.201-5)
(was 52.214-4016)

EVALUATION OF F.O.B. DESTINATION

The items called for in Section B of this solicitation shall be delivered F.O.B. Destination. Bids/Offer submitted on a basis other than f.o.b. destination will be rejected as nonresponsive.

End of Clause

(CENAB-CT JUNE 1992)
(FAR 47.305-4(b))
(was 52.247-4042)